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ABSTRACT

In this monograph, Georgia's certificates for school personnel are analyzed by "type" and by "field," and the reasons for the development of new certificates are discussed. In the first section, a comparison is presented of types and fields of certification in each of the United States. "Type" of certification refers to the category of school personnel involved, such as teachers, administrators, or support services. "Fields" are the subject areas or specializations in which teachers are certified as eligible to teach. The second section discusses reasons for the development of new certificates. The pressures and influences to change certification standards and procedures in Georgia since 1966 are described. In the third section, certification in Georgia is discussed in relation to data provided in six tables: (1) kinds of certificates currently issued for teachers, leadership personnel, and service personnel; (2) number of each kind of certificate issued; (3) distribution of certificates in active fields; (4) distribution of certificates in each of 121 academic or specialist fields by type of certificate; (5) infrequently issued certificates (less than 300); and (6) fields in which certificates are no longer issued. Four tables provide the background for a discussion of certification practices in other states: (1) types of certificates issued to teachers, their levels, and validity; (2) certificates listed by teaching fields, for multisubject, single subject, special education, and high school subjects; and (3) other certificates issued, including those for vocational educators, support service personnel, and administrators and supervisors. (FG)

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CERTIFICATES IN GEORGIA WITH COMPARISONS FOR OTHER STATES

Issues for Education Series

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FROM THE COMMISSION CHAIRMAN

The Georgia Professional Standards Commission is pleased to share "Certificates in Georgia with Comparisons for Other States" with concerned Georgians.

This Commission monograph (1) analyzes Georgia's certificates by "types" and by "fields" for which they are issued, (2) analyzes reasons for the development of new certificates in Georgia (or the deletion of old ones), and (3) provides a detailed comparison of certification in the 50 states, including the types of certificates issued to teachers, as well as the fields for which teachers are certified. The certificates for support services, administrative, and vocational personnel are also compared.

As with all other Commission monographs, projects, and recommendations, the project culminating in this monograph began as an initial labor of a Commission Subcommittee. During the continuing months of that labor, there was frequent consideration and evaluation by the full Commission and input by members of the profession. Ultimately--as with all other Commission projects, actions, recommendations--the final product reflects evaluation and adoption by full Commission action.

The Commission recognizes the concern that exists in regard to implementation of new certificates or possible deletion of existing ones. For, the questions of who is certified to teach, by what standards, and in what subjects are vital concerns in regard to the quality of education that boys and girls in Georgia schools receive. The Commission believes--and hopes--that the following information on certificates will be of significant interest and assistance in addressing these questions and concerns.

The Commission shall be pleased to receive comments on ideas in this paper and/or other comments or suggestions regarding standards for teacher preparation, certification, and staff development in the State.

The Commission appreciates the assistance and cooperation of many persons who contributed information to and encouragement for this project: the State Department of Education, other Georgia educators, teacher certification and licensure officers across the United States, concerned Georgia lay citizens, and especially the diligent and skilled research work of Dr. Eva C. Galambos, Research Associate, Southern Regional Education Board.

This monograph is another Commission effort in fulfilling our legislated mandate and the Commission commitment to contribute to a unified, cooperative effort to increase educational quality and opportunity for Georgia students.

Gwendolyn B. Mundy

Gwendolyn B. Mundy
Chairman

INTRODUCTION

In Section I, Georgia's certificates are analyzed by "types" and "fields" for which they are issued. Georgia has a considerable variety of certificate types insofar as teachers are concerned. This variety stems from the following reasons:

(1) the changeover to performance-based certification, which requires Georgia to maintain two types of certificate tracks for graduates before and after the implementation of the new system,

(2) the Georgia practice of identifying the educational credential of the individual on the certificate, and

(3) the Georgia practice of differentiating certificates according to the particular requirements that have not been met by the holder.

Georgia currently issues certificates in 98 fields. When non-teaching fields, separate foreign languages, and postsecondary special education vocational endorsements are not counted, Georgia issues certificates now to teachers in 63 fields. With further subtraction of the K-4, middle grades, and 1-8 certificates, Georgia issues certificates in 60 subject teaching fields, not counting the occupational codes in the V-VR series.

For some fields very few certificates have been issued. Some of these fields may be good candidates for a review of how fields might be reduced. However, there are fields that are needed to maintain a full curriculum, despite the low number issued.

The fields are also analyzed by major subject classification. The greatest variety of fields is found for vocational subjects, even when the 85 occupational codes in the V-VR series are not counted. The entire vocational education area requires an in-depth review to determine substantive differences that justify the multiplicity of current fields.

In special education, an effort has been made in Georgia to reorder fields, with some movement to a more generic field, as contrasted to specialized certificates.

In the social science group, if Georgia were to eliminate the specialized fields for which only applicants from out-of-state NCATE programs are certified, the number of fields would be compressed to one generic certificate plus four specialties. In language arts, fine arts, and in the natural sciences, Georgia does not have a great variety of fields.

An analysis is presented in Section II of the reasons for the development of new certificates in Georgia. College faculties representing various programs constitute the most important advocates for the establishment of new fields. However, the development of new knowledge, the pressures of society to use the schools to solve various problems, and State and Federal statutes also play a role in the development of new certificates. Also, the State maintains some specialized fields for certification as a recruitment method, despite the fact that graduates in those fields may not be needed to teach those particular subjects.

The Teacher Education Council, which advises the State Department of Education on certification matters, in recent years has shown resistance to the establishment of new certificates, although some new fields were approved in 1980. The development of the comprehensive "AS" certificate type to cover various administrative and supervisory personnel demonstrates the State's movement in the direction toward more generic certification.

Future directions on certification in Georgia should consider three fundamentals:

A. The purpose of certification is to weed out the <u>least</u> qualified. Certification is not well suited to choose the <u>best</u> qualified.

B. Georgia's move to the CRT and P-BC is an implicit recognition that adherence to a strict set of course requirements, as set forth by certification rules, does not guarantee excellence in teaching.

C. The fields for which certificates are issued reflect the curriculum taught in the schools. The emphasis on "relevance" of the past two decades produced electives and fragmentation of the curriculum, which accentuated the proliferation of certificate fields. Therefore a review of the upper grades' curriculum (where most single subjects are taught) should precede changes in subject field certificates.

D. There are advantages and disadvantages in issuing comprehensive field certificates. Major advantages are flexibility in scheduling teachers, and in matching certification to broad-based secondary school preparation. (Specialization is better suited to postsecondary education.) Disadvantages are the difficulty of teaching subjects encompassed by a broad area in view of the explosion of knowledge, and the risk that teachers would be assigned to subjects for which they are not sufficiently prepared.

A detailed comparison is made in Section III of certification by the 50 states. This comparison includes the "types" of certificates issued to teachers, as well as the fields for which teachers are certified. The certificates for support services, administrative, and vocational personnel are also compared.

Insofar as certificate "types" for teachers are concerned, the general impression is that other states have fewer types than Georgia. However, certification manuals do not always reveal the total intricacy of certification in a state. (Georgia's manual does not show all types.) Also, most other states have not moved to performance-based certification, which has tended to complicate Georgia's certification structure. It does appear, however, that the variety of Georgia's certificate types for persons who lack certain requirements could be simplified.

The general impression from comparing certificates by fields is that the proliferation of fields is a national phenomenon. Georgia's variety of fields

does not exceed the situation in most states. Yet a more generic system of certification is used by some states. For example, approximately one-third of the states use a single, comprehensive social studies certificate, instead of also issuing specialty certifications. Very few, however, use this generic approach when it comes to the natural sciences.

There does appear to be a gradual movement to more generic certification in special education, although large school districts will no doubt still have enough special education students in each of the various categories to warrant employment of specialists instead of generalists.

The general area that appears to have the greatest proliferation of certificate fields in Georgia, and in the nation, is in the occupational subjects. Federal funding regulations have contributed to this complexity. The Federal government is currently reexamining vocational education with the possibility of allowing greater decision-making for the states. Most states are encountering problems in competing with industry to attract instructors for technical and other occupational subjects. These two factors provide the opportunity and necessity for reassessing the certification system for occupational subjects.

The most fundamental issue in determing what fields are needed in a certification structure deals with whether certifiable fields should be broad-based or specialized. As stated above, this question would best be resolved after, and not before, decisions are made about the school curriculum. A general move is developing throughout the nation to strengthen the fundamental components of the high school curriculum. A review of appropriate subject fields for certification should follow decisions regarding curriculum for Georgia's students.

I. THE PRESENT SYSTEM OF CERTIFICATES

Georgia's certificates are classified by "types" and by "fields." "Types" refer to whether they pertain to teachers, administrators, various kinds of supporting services, or vocational certificates. "Fields" refer to specializations or subject areas for which teachers are certified as being eligible to teach.

Certificates by types are further classified by levels, or by various conditions that pertain to the certificate. For example, both teacher (T) and administrator certificates (AS) are issued by levels, (4-7), depending on the degree level or educational credentials achieved by the certificate holder. As to the varying conditions, teachers with a baccalaureate may be certified in seven ways now: T4, NT4, PBT4, NB4, B4, PA4, or BPA4 depending on when they graduated, whether they passed the CRT, or have had satisfactory performance evaluations, and the extent to which they meet various certification requirements.

The variety of certificates by types now issued, together with the conditions and the length the certificates are valid, is shown in Table 1.

The complexity of certificate types derives to some extent from the necessity of continuing old types for which new types have been issued. For example, T4 is still a valid certificate for applicants who completed training before 5-1-80. The switch to the new performance based certificates (NT4 and PBT4) constitutes an additional series of certificate types rather than just a substitution, because the old type is kept available to persons who graduated before the new performance evaluation system was adopted.

The complexity of the various types of certificates is even greater when types that are no longer issued are taken into account. The number of outstanding certificates, by types being issued now or issued in the past, is shown in Table 2.

TABLE 1

TYPES OF CERTIFICATES CURRENTLY ISSUED IN GEORGIA TEACHERS

Levels	Educational Minimum Degree Requirements	Preparation Completed	Designation	Validity	Provisos
Associate Professional	Baccalaureate	before 5/1/80	T4	5 yrs renewable	all conditions* have been met
				1 yr extendable for 4 years	while all conditions* are being met
	N=nonrenewable	on or after 5/1/80	NT4	5 yrs, convertible to PBT	all conditions* have been met, and convertible to PBT after 2 successful on-the-job assessments
				1 yr extendable 2 years	while all conditions* are being met
	PB=Performance Based		PBT4	5 yrs renewable	(after meeting on-the-job assessments)
	NB=nonrenewable Provisional		NB4	1 yr not renewable	all conditions* have been met except passage of CRT, convertible to NT4 on passage of CRT
	B=Provisional		B4	1 yr renewable for 2 yrs if profess. courses & conditions* satisfied	field requirements are met, but lacks professional preparation, and employer requests
	PA=Probationary Accelerated		PA4	1 yr renewable 4 times while requirements for field are completed	qualifies for certification in another field, and meets field requirements probationally, and employer requests
	BPA=Provisional Probationary Accelerated		BPA4	1 yr renewable	
Professional	Master's	before 5/1/80	T5	5 yrs renewable	see T4
				1 yr extendable 4 yrs	see T4
		on or after 5/1/80	NT5	5 yrs convertible to PBT	see NT4
				1 yr extendable 2 yrs	see NT4
			PBT5	5 yrs renewable	see PBT 4
			NB5	1 yr not renewable	see NB4
			B5	1 yr renewable 2 yrs	see B4
			PA5	1 yr renewable 4 times	see PA4

*Conditions: Preparation finished after 7/1/76, and completed Except. Children Course, Reading Course, and Recency of study requirements. If preparation finished after 5/1/80, these requirements govern plus passage of CRT.

TABLE 1

TEACHERS (Cont.)

Levels	Educational Minimum Degree Requirements	Preparation Completed	Designation	Validity	Provisos
Teacher Specialist	6th year program or 45 qtr hours beyond master's		TS-6	10 years, renewable	meets all T4 and T5 prerequisites in the same field, and 3 years of experience
			PA-6	1 yr renewable 4 times	see PA-4
Doctorate	Doctorate		D-7	10 years renewable	same as TS-6
			PA-7	1 year renewable 4 times	see PA-4

VOCATIONAL TEACHERS

Designation	Min. Educational Level	Min. Experience	Validity	
V-1	high school dip. or equivalent	2 years	1 year, extendable 2 years	converts to renewable (VR) upon completion of 30 quarter hours profess. education courses
V-2	associate degree	2 years	1 year, extendable 2 years	converts to renewable (VR) upon completion of 30 quarter hours profess. education courses
V-4	baccalaureate	1 year	1 year, extendable 2 years	converts to renewable (VR) upon completion of 30 quarter hours profess. education courses
V-5	master's	1 year	1 year, extendable 2 years	converts to renewable (VR) upon completion of 30 quarter hours profess. education courses
V-6	6th year program	1 year	1 year, extendable 2 years	converts to renewable (VR) upon completion of 30 quarter hours profess. education courses

V-series applies to the fields in the vocational taxonomy, with 84 specialties including those offered in postsecondary institutions. Validity of VR series: 1-3 yrs.; 2-3 yrs.; 4 & 5-5 yrs.; 6 & 7-10 yrs.

TABLE 1

LEADERSHIP

Designation	Levels Issued	Degree Required	Subtypes Issued	Validity	Provisos
Administration & Supervision (AS)	5	Master's	BAS5 (Provis)	3 years renewable	master's including 15 qtr. hours grad. credit for AS5, & possession of renewable certif.
			AS-5	5 years renewable	master's, approved program in adm/sup., CRT passed, renewable teaching certif., & 3 years of experience
	6	6th year program	AS-6	10 years renewable	6th year approved program in adm/sup., and eligible for AS-5, met performance evaluation and 3 years of experience
	7	doctorate	AD-7	10 years renewable	doctorate-educ. leadership, and eligible for AS-6
Director of Voc. Education	4*	baccalaureate	VE-4	3 years nonrenewable	
	5	master's	BVE-5	3 years renewable	lacks 3 years exp., but meets other VE-5 requirements
	5	master's	VE-5	5 years renewable	eligible for T4 or renewable VR-4, 3 years experience in vocational education
	6	6th year program	VE-6	10 years renewable	eligible for 5th year certificate in same field, and 3 years of experience
School Lunch Director	4	Baccalaureate	BSL4 (Prov.)	3 years renewable	major in approp. area and 3 years experience in teaching, or in institut. food mgt.
	5	Master's	BSL5 (Prov.)	3 years renewable	15 qtr hours grad. credit in institut. mgt., & eligible for BSL4, 3 yrs experience in institut. food management
	5	Master's	SL5 (Profess.)	5 years renewable	25 qtr hours grad. spec. courses in inst. mgt., eligible for BSL-4, 3 years exp. in teaching or institut. food mgt.
	6	6th year program	SL6	10 years renewable	eligible for 5th year certificate in same field, 3 years experience
Director Special Education	5	Master's	DE5	5 years renewable	eligible for T4 & 3 years exp. or for 5th or 6th year cert. in spec. ed. area, +15 qtr. hours grad. credit in adm., and 3 years exp.
	6	6th year program	DE6	10 years renewable	eligible for 5th year certificate in same field and 3 years experience

*After 9/1/81 the standard professional degree will be at the 5th year level, with master's required.

TABLE 1

SERVICES

Designation	Levels Issued	Deegree Required	Subtypes Issued	Validity	Provisos
School Counselor	5	Master's	BSC-5 (Prov.)	3 years nonrenewable	eligible for T4 or VR4, 25 qtr hrs in counsl.
			SC-5 (Prof.)		same as BSC5 and 3 yrs experience
	6	6th year program	SC6	10 years renewable	eligible for 5th year certif. in same field and 3 years experience
School Social Worker/Visiting Teacher	5	Master's	BSW5 (Prov.)	3 years renewable	eligible for T4, 25 qtr hours in area, or MSW degree
			SW5 (Prof.)	5 years renewable	same as BSW5 +3 years experience
	6	Master's	SW6	10 years renewable	eligible for 5th year certif. in same field and 3 years experience
School Psychometrist	5	Master's	PM5	5 years renewable	25 qtr hours in field and recommendation from college
Audiologist	5	Master's	AU5	5 years renewable	5 plans to qualify, including 90 qtr hours in approved undergraduate or graduate program credits in the field & 275 hours practicum
	6	6th year program	AU6	10 years renewable	eligible for 5th year certif. in same field and 3 years of experience
Speech and Language Pathologist	4*	Baccalaureate	SLP4	3 years nonrenewable	
	5	Master's	SLP5	5 years renewable	5 plans to qualify, including 45 qtr hours in graduate credit in approved progarm in field and 275 hours practicum
	5	6th year program	SLP6	10 years renewable	eligible for 5th year certif. in same field and 3 years experience
Physically Handicapped	4*	Baccalaureate	PH4	3 years nonrenewable	
Associate School Psychologist	6	6th year program	SP6	10 years renewable	3 years acceptable school experience
Media Specialist	4*	Baccalaureate	MS4	3 years nonrenewable	eligibility for T4
	5	Master's	MS5	5 years renewable	holds or eligible for T4 or T5 with AIMS endorsement, or elig. for T4 and passes CRT
	6	6th year program	MS6	10 years renewable	holds T5 with SLMS endorsement, or MS5 +3 years experience
	7	Doctorate	D7	10 years renewable	doctoral program in field, and meets requirements for MS6, 3 years experience

*After 9/1/81 the standard professional degree will be at the 5th year level, with Master's required.

TABLE 1

CONVERSIONS

(These types of certificates are available only as conversions from other types of certificates, and not as initial types of certificates)

Designation	Levels Issued	Degree Required	Validity	Provisos
Director of Media Centers (DL)	5	Master's	same as certificate from which converted	eligible for MS5 3 years experience and 15 quarter hours graduate credits in admin.-super.
	6	6th year program	same as certificate from which converted	eligible for MS6, 3 years experience and 15 quarter hours graduate credits in admin.-super.
Director Pupil Personnel Services (DP)	5	Master's	same as certificate from which converted	eligible for SC. SW/VT, PM, or SP certificate, 3 years experience, 15 quarter hours graduate credits in admin.-super.
	6	6th year program	same as certificate from which converted	eligible for SC/SW/VT, PM, or SP certificate, 3 years experience, 15 quarter hours graduate credits in admin.-super.
Instructional Supervision (IS)	5	Master's	same as certificate from which converted	eligible for T5 or TS6 in field to be supervised, 15 graduate credit hours in superv., 3 years exp.
	6	6th year program	same as certificate from which converted	eligible for T5 or TS6 in field to be supervised, 15 graduate credit hours in superv., 3 years exp.
	7	Doctorate	same as certificate from which converted	eligible for T5 or TS6 in field to be supervised, 15 graduate credit hours in superv., 3 years exp.

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TABLE 2

NUMBER OF ISSUED CERTIFICATES, BY TYPES OF CERTIFICATES
March, 1981

	Still Issued							No Longer Being Issued		
TEACHERS	T	NT	NB	PBT	B	PA	BPA	ET (Emergency)	DT (Life)	EB (Emergenc
4 level	58,575	1,646	751	0	1,669	3,243	412	1,094	56,285	40
5 level	42,086	36	5	0	1,270	2,093	210	1,270	25,124	30
6 level	2,962					222			2,222	
7 level	835					33			564	

INSTRUCTIONAL SUPERVISION	IS	DIS
5 level	471	332
6 level	250	143
7 level	57	31

ADMINISTRATIVE	Still Issued		No Longer Being Issued									
SUPERVISION	AS	BAS	AS	A	DA	DAS	SV	SU	DSV	DSU	CD	DCD
4 level			150									
5 level	3,662	133		6	2,467	2,560	4	13	54	45		194
6 level	1,461			14	669	992	3		3	7	1	121

DIRECTOR VOC. EDUCATION	VE	BVE	VE	DVE
4 level			15	
5 level	345			132
6 level	196			36

DIRECTOR SPEC. EDUCATION	DE	DDE
5 level	259	52
6 level	126	26

SCHOOL LUNCH PROGRAM DIR.	SL	BSL	DSL
4 level		54	
5 level	17	1	22
6 level	1		2

TABLE 2

NUMBER OF ISSUED CERTIFICATES, BY TYPES OF CERTIFICATES (Cont.)
SERVICE TYPE CERTIFICATES - CURRENTLY ISSUED

	Director Personnel	School Counselor Prof.	Prov.	School Psychol.	School Psychomet.	Speech & Hearing Pathologist	Audiologist	Social Worker Prof.	Prov.	Media Spec. Prof.	Prov.	Director of Librar
	DP	SC	BSC	SP	PM	SPL	AU	SW	BSW	MS	BMS	DL
4 level						671						
5 level	1,133	1,619	184		475	625	86	108	5	5	2	
6 level	93	270		193		5		34		29	2	23

NO LONGER ISSUED

	DDP (life)	SC	DSC (life)	DSP (life)	DPM	BPM	DDL
4 level		11					
5 level	8		2,184		85	161	38
6 level	22		388	66			64

SERVICE TYPE CERTIFICATES NO LONGER ISSUED AT ANY LEVEL

	Director of Guidance (DG and DDC)	Visiting Teacher (VT and DVT)
4 level		4
5 level	14	421
6 level	14	127

VOCATIONAL CERTIFICATES

Levels	Renewable	Nonrenewable		Level G	
	VR	V	EV	1	15
1	521	962	14	2	74
2	782	564	8	3	2
4	271	437	8	4	10
5	140	183	1	5	264
6	19	13		6	16
7	3	8	1		

These numbers pertain to certificates entered on the Georgia Department of Education (DOE) computer as of March, 1981. At that time, 259,599 certificates were on record, representing approximately 130,000 individuals, of whom some 65,000 were actually employed. The 259,599 includes 4,318 vocational certificates. The reason the number of certificates is approximately double the number of persons represented is that many persons hold several certificates, as they are approved for more than one field of teaching or type of certificate.

Certificates by Fields

The fields for which certificates are outstanding are shown in Table 3. Again, the data represented pertain to the records of the DOE as of March, 1981. There are 119 fields codes (Codes 99 and 100 are not used, accounting for 121 being the last code shown in Table 3.) Of these 119 fields, 21 represent fields that are no longer being issued, but for which valid certificates are held by individuals who received them at an earlier time.

Table 3 shows the actual numbers of certificates issued by fields. For those fields that are still being issued, the percentage that each field represents of the total for certificates still being issued is shown in Column 2. Many of these fields represent less than .1% of the certificates for fields still being issued.

The distribution of the certificates by fields as between types of certificates to which they pertain, and their educational level, is shown in Table 4. For example, of the 4,522 certificates in field 01--Early Elementary--64% represent certificates for teachers with a "4" designation, 34% for teachers or instructional supervisors with a "5" and 2% with a "6" designation. A few certificates are also issued in Early Elementary at the "7" level and for persons holding an administrative or other type certificate, but in each of these categories the percentage is minimal.

TABLE 3

PERCENTAGE DISTRIBUTION OF ACTIVE FIELDS

February, 1981

		Not Active	Issued Now	Number Issued
01	Early Elementary	X		4,522
02	Elementary Grades 1-8		28.5%	66,576
03	Grades 7-8-9	X		646
04	Administ. and Superv.		3.2	7,482
05	Administ. (Professional)	X		4,468
06	Administ. (Provisional)	X		22
07	Administ. & Super. (Provis.)		.1	260
08	Interrelated Teacher Spec./Early Child		*	151
09	School Counselor (Profess.)		1.85	432
10	School Counselor (Provis.)	X		174
11	Asso. School Psychologist		.1	228
12	Supervising Teacher Service+		.9	2,115
13	Curriculum Director (Profess.)	X		395
14	Curriculum Director (Provis.)	X		0
15	Visiting Teacher (Profess.)		.3	689
16	Visiting Teacher (Provis.)		*	17
17	School Psychologist		*	148
18	Teacher Library Service	X		1,889
19	School Librarian	X		559
20	Emotionally Disturbed	X		43
21	Educable Mentally Retarded	X		3,270
22	Visually Handicapped		*	199
23	Partially Seeing	X		10
24	Hospital and Home Instr.+		.2	434
25	Deaf Education	X		44
26	Cripple Education	X		20
27	Speech Correction	X		826
28	School Lunch Director (Provis.)		*	57
29	School Lunch Director (Profess.)		*	39
30	English		6.94	16,227
31	Japanese		*	5
32	Reading Specialist		1.4	3,326
33	Speech		.4	956
34	Chinese		*	6
35	Latin		1.6	380
36	French		.9	2,151
37	Spanish		.7	1,644
38	German		.1	326
39	Russian		*	17
40	Italian		*	15
41	Hebrew		*	2
42	Greek		*	27
43	Mathematics		3.4	7,902
44	Trainable Mental Retardation	X		483
45	Teacher-Visually Impaired+		*	92
46	School Psychometrist (Provis.)		*	172
47	School Psychometrist (Profess.)		.2	540

TABLE 3 (Cont.)

PERCENTAGE DISTRIBUTION OF ACTIVE FIELDS

February, 1981

		Not Active	Issued Now	Number Issued
48	Science		2.7	6,259
49	PECE+		.1	339
50	Biology		1.4	3,344
51	Physics		.1	279
52	Chemistry		.3	690
53	Earth Sciences		*	113
54	Social Sciences		5.6	12,986
55	History		2.1	4,836
56	Political Science		.2	505
57	Economics		*	129
58	Sociology		*	144
59	Geography		*	160
60	Health		*	113
61	Health & Physical Educ.		4.6	10,834
62	Safety, Driver & Tr. Saf. Ed.		*	141
63	Safety & Driver Educ.+		.6	1,458
64	Art		1.2	2,836
65	Anthropology		*	5
66	Behavioral Science		.5	1,254
67	Music		2.2	5,242
68	Physically Handicapped		*	111
69	Industrial Arts		.7	1,748
70	Coordinator Coop. Voc. Ed.+		.1	292
71	Director, Pupil Personnel		*	67
72	Director, Special Ed.		.2	401
73	Director, Media Cent.		.1	217
74	Director of Guidance	X		30
75	Psychology		*	65
76	Mobility Education	X		14
77	Learning Disability		1.2	2,736
78	Behavior Disorder		.8	1,998
79	General Agriculture		*	175
80	Gifted+		.7	1,786
81	General Home Econ.		.3	629
82	Bus. Data Process. & Acctg.		*	60
83	Comprehensive Bus. Mgt.		2.1	4,896
84	Business Administ.	X		8
85	Bookkeeping & Bus. Mgt.		.2	580
86	Asso. Library Media Spec.+	X		2,307
87	Career Lib. Media Spec.	X		1,786
88	Vocational Agriculture		.5	1,107
89	Adult & Cont. Ed.+		.3	608
90	Vocational Home Econ.		2.0	4,700
91	Adult & Cont. Ed.		*	106
92	Distributive Ed.		.3	541
93	Diversif. Coop. Training		*	106
94	Trade & Industrial Ed.		.3	721
95	Director Voc. Ed. (Provis.)		*	12

TABLE 3 (Cont.)

PERCENTAGE DISTRIBUTION OF ACTIVE FIELDS

February, 1981

		Not Active	Issued Now	Number Issued
96	Director Voc. Ed. (Profess.)		*	52
97	Hearing Impaired		.3	734
98	Interrelated Teacher Spec./Sp. Ed.		1.0	2,229
101	Audiologist		*	86
102	Speech & Language Pathology		.6	1,330
103	Multi-Handicapped		*	137
104	Career Educ. Specialist		*	62
105	Mentally Retarded		2.2	5,143
106	School Counselor (Provis.)		*	162
107	Health Occupations		*	33
108	Early Childhood K-4		5.8	13,634
109	Middle Grades 4-8		4.7	10,964
110	Voc. Related Spec.+		*	109
111	Data Collection+		3.1	7,183
112	Media Spec. (Provis.)		*	24
113	Media Spec. (Profess.)		*	44
114	Bilingual Ed.		(a)	
115	Evaluator**		*	2
116	Handicapped Spec.**		(a)	
117	Disadvantaged Spec.**		(a)	
118	Communication Skills Spec.**		(a)	
119	Computation Skills Spec.**		(a)	
120	Dance		*	1
121	Drama		*	3

+Available only as a supplementary certificate, not as a field per se.
**Available only as a supplementary endoresment that is added to vocational certificate fields.
*Less than .1% of certificates.
(a)Field is new and no certificates issued yet.

TABLE 4

DISTRIBUTION OF CERTIFICATES IN FIELD BY TYPES OF CERTIFICATES

		Teachers & Instr. Superv.				Admin. Superv. & Others			Total
		4	5	6	7(1)	4	5	6	
01	Early Elementary	64%	34%	2%	*		*		100%
02	Elementary Grades 1-8	75	23	2	*	*	*		100
03	Grades 7-8-9	88	11	*			*		100
04	Administ. and Superv.	*	*	*	5	*	69	24	100
05	Administ. (Professional)	*	*	*	2		82	15	100
06	Administ. (Provisional)	4	4		5	41	9	36	100
07	Administ. & Super. (Provis.)	4	2	*		34	47	1	100
08	Interrelated Teacher Spec./Early Child	30	70		*				100
09	School Counselor (Profess.)	*	*	*	2	*	83	14	100
10	School Counselor (Provis.)	17	63	1		*	18	*	100
11	Asso. School Psychologist		2		2	5	2	88	100
12	Supervising Teacher Service+	39	51	10	*				100
13	Curriculum Director (Profess.)	*			3	64	32	*	100
14	Curriculum Director (Provis.)	none certified							
15	Visiting Teacher (Profess.)	*	*	*			78	22	100
16	Visiting Teacher (Provis.)	6					82	12	100
17	School Psychologist	*			64		1	34	100
18	Teacher Library Service	85	14	*		*			100
19	School Librarian	5	81	14			*		100
20	Emotionally Disturbed	47	51	*					100
21	Educable Mentally Retarded	61	37	2	*				100
22	Visually Handicapped	44	51	4	1				100
23	Partially Seeing	80	20						100
24	Hospital and Home Instr.+	49	45	5		*	*	*	100
25	Deaf Education	20	80						100
26	Cripple Education	45	55						100
27	Speech Correction	63	35	2	*				100
28	School Lunch Director (Provis.)	2				93	5		100
29	School Lunch Director (Profess.)		3				95	2	100
30	English	73	25	2	*		*		100
31	Japanese	40	60						100
32	Reading Specialist	*	88	9	2				100
33	Speech	87	13	*	*				100
34	Chinese	83	17						100
35	Latin	63	36	1					100
36	French	74	25	*	*				100
37	Spanish	76	23	*	*				100
38	German	66	31	2	*				100
39	Russian	76	24						100
40	Italian	53	37				13	6	100
41	Hebrew	50	50						100
42	Greek	49	51						100
43	Mathematics	62	33	4	*				100
44	Trainable Mental Retardation	67	33	*	*				100
45	Teacher-Visually Impaired+	48	46	2	1		3		100
46	School Psychometrist (Provis.)						100		100
47	School Psychometrist (Profess.)	*	1		*		98	*	100

TABLE 4 (Cont.)

DISTRIBUTION OF CERTIFICATES IN FIELD BY TYPES OF CERTIFICATES

		Teachers & Instr. Superv.				Admin. Superv. & Others			Total
		4	5	6	7	4	5	6	
48	Science	65%	30%	3%	*		*		100%
49	PECE+	49	28	2			18	3	100
50	Biology	72	27	1	*				100
51	Physics	68	30	1	1				100
52	Chemistry	76	22	*	1				100
53	Earth Sciences	54	42	2	3				100
54	Social Sciences	70	27	2	*		*	*	100
55	History	77	22	*	*				100
56	Political Science	80	18	*					100
57	Economics	86	12		2				100
58	Sociology	93	6	1					100
59	Geography	73	27		*				100
60	Health	80	20		*		*	*	100
61	Health & Physical Educ.	73	25	1	*		*	*	100
62	Safety, Driver & Tr. Saf. Ed.	18	82	*					100
63	Safety & Driver Educ.+	68	29	3			*		100
64	Art	83	16	1	*		*	*	100
65	Anthropology	60	40						100
66	Behavioral Science	87	12	*					100
67	Music	73	24	2	*			*	100
68	Physically Handicapped	70	30						100
69	Industrial Arts	70	27	3			*		100
70	Coordinator Coop. Voc. Ed.+	50	29	3	*		14	4	100
71	Director, Pupil Personnel				9		22	69	100
72	Director, Special Ed.		2	*	6		57	34	100
73	Director, Media Cent.	1		*	1		48	49	100
74	Director of Guidance				7		37	57	100
75	Psychology	86	14						100
76	Mobility Education	36	50	4					100
77	Learning Disability	33	64	3		*	*	*	100
78	Behavior Disorder	38	59	3	*		*		100
79	General Agriculture	64	36						100
80	Gifted+	35	53	9	*		2	*	100
81	General Home Econ.	83	17	*					100
82	Bus. Data Process. & Acctg.	50	42	8					100
83	Comprehensive Bus. Mgt.	67	29	4	*				100
84	Business Administ.	63	37						100
85	Bookkeeping & Bus. Mgt.	81	17	2					100
86	Asso. Library Media Spec.+	75	24	*	*				100
87	Career Lib. Media Spec.	7	80	11	*		*	*	100
88	Vocational Agriculture	62	34	4	*				100
89	Adult & Cont. Ed.+	53	41	4	1		*	*	100
90	Vocational Home Econ.	78	20	2	1		*	*	100
91	Adult & Cont. Ed.	18	67	10	5				100
92	Distributive Ed.	67	29	3	*				100
93	Diversif. Coop. Training	44	52	3	1				100
94	Trade & Industrial Ed.	42	48	10	*				100
95	Director Voc. Ed. (Provis.)	8	92						100

TABLE 4 (Cont.)

DISTRIBUTION OF CERTIFICATES IN FIELD BY TYPES OF CERTIFICATES

		Teachers & Instr. Superv.				Admin. Superv. & Others			Total
		4	5	6	7	4	5	6	
96	Director Voc. Ed. (Profess.)	%	13%	2%	83%		2		100%
97	Hearing Impaired	47	51	1	*				100
98	Interrelated Teacher Spec./Sp. Ed.	40	57	1	*				100
101	Audiologist	1	1		1		97		100
102	Speech & Language Pathology	3	2	*		49	45	*	100
103	Multi-Handicapped	20	78	1	1				100
104	Career Educ. Specialist	13	53	10	2	3	15	5	100
105	Mentally Retarded	70	28	2		*	*	*	100
106	School Counselor (Provis.)	2	1				96	1	100
107	Health Occupations	61	30			3	6		100
108	Early Childhood K-4	61	37	2	*	*	*		100
109	Middle Grades 4-8	53	44	3	*				100
110	Voc. Related Spec.+	40	60				*		100
111	Data Collection+	24	42	6	2	*	17	9	100
112	Media Spec. (Provis.)	33	21	8		25	12		100
113	Media Spec. (Profess.)		9	5		2	61	23	100
114	Bilingual Ed.	none certified							
115	Evaluator**	100							
116	Handicapped Spec.**	none certified							
117	Disadvantaged Spec.**	none certified							
118	Communication Skills Spec.**	none certified							
119	Computation Skills Spec.**	none certified							
120	Dance	100							
121	Drama	100							

+Available only as a supplementary certificate, not as a field per se.
**Available only as a supplementary endorsement that is added to vocational certificate fields.
*Less than 1%.
1. Includes D7 type certificates.

The fields for which issued certificates are less than 300 are listed in Table 5. The reasons for the low numbers vary. New fields, such as dance and drama, would be expected to be low. Esoteric languages, some of which may not even be taught in any State school, would also be expected to have few certificate holders. The low number of certificates in some of the specialized social sciences (anthropology, psychology, and sociology) results because under the Georgia regulations they may be issued only to persons completing out-of-state NCATE-approved programs.

The low number of health certificates may be a reflection that although there was pressure in the 1970's to separate the field from physical education, most school systems do not employ this specialty, perhaps not being funded to do so.

General agriculture represents a field that seems to overlap with vocational agriculture. To receive Federal vocational education support, agriculture courses must be taught by persons completing a vocational agriculture program that is listed by the Federal government. Persons completing approved programs not on this list are given the General Agriculture certificate. (There are no programs in Georgia, but some exist in other states.) Upon inquiry, it was learned that almost no General Agriculture courses (as contrasted to vocational agriculture) are taught in Georgia schools. The major reason to continue to carry this certificate is as a recruitment tool: get people into the system with a General Agriculture certificate, and then issue a provisional or probationary certificate for some other field for which the individual must then begin to meet the educational requirements. Although General Home Economics (Code 81) is not in the category of less than 300 certificates of Table 5, the reason for this field's existence, in addition to the Vocational Home Economics field, is similar to the agriculture situation.

TABLE 5

INFREQUENTLY ISSUED CERTIFICATES

Teaching Fields (with less than 300 certificates issued)

Interrelated Teacher Spec./Early Child.	151
Visiting Teacher Provisional	17
Visually Handicappted	199
Teacher Visually Impaired*	92
Physics	279
Earth Science	113
Economics	129
Sociology	144
Geography	160
Health	113
Safety, Driver, Traffic Ed.	141
Anthropology	5
Physically Handicapped	111
Coord. Cooperative Voc. Education*	292
Psychology	65
General Agriculture	175
Business Data Process. & Acctg.	60
Adult & Continuing Education	106
Diversified Cooperative Training	106
Multihandicapped	137
Career Ed. Specialist	62
Health Occupations	33
Dance	1
Drama	3
Foreign Languages	
Japanese	5
Chinese	6
Russian	17
Italian	15
Hebrew	2
Greek	27

*Supplementary endorsement only.

The 21 fields for which certificates are no longer issued are shown in Table 6. For 21 discontinuations, there was a total of 13 replacements. The compression means that some fields were actually dropped (eg., Business Administration) while others were consolidated. Four previous fields in library-media now are consolidated to two fields. The same has occurred in the administrative area.

A further perspective on the number of teaching fields for which certificates are issued in Georgia is shown below. When fields are subtracted that represent canceled fields, non-teaching fields, and postsecondary vocational endorsements, 63 teaching fields remain. If the "non-subject" fields are further subtracted (K-4, middle grades, and 1-8), this leaves 60 subject fields.

Number of field codes for certificates now:	119
Less fields no longer issued	21-
Less separate foreign languages	9-
Less non-teaching fields	21-
Less postsecondary special ed. voc. endorse.	5-
Current teaching fields, not counting V-series occupational codes	63

The 60 teaching subject fields are grouped for discussion in the following categories: vocational, special education, language arts, social sciences, sciences, fine arts, and other.

Vocational Certificates

Included in the list of vocational certificates shown below are subjects with occupational content, regardless of whether they have been supported federally. General agriculture, for example, is a potential "vocational" subject, regardless of whether it is federally funded or not.

General Agriculture
Vocational Agriculture
General Home Economics
Vocational Home Economics
Distributive Education
Diversified Cooperative Training
Coordinator of Cooperative Vocational Ed.
Business Data Processing and Accounting
Bookkeeping-Business Management
Comprehensive Business Education
PECE (supplementary)
Career Education Specialist

TABLE 6

FIELDS FOR WHICH CERTIFICATES ARE NO LONGER ISSUED

01	Early Elementary K-3	replaced by 108, Early Childhood K-4
03	Grades 7-8-9-	replaced by 109, Middle Grades
84	Business Administration	
20	Emotionally Disturbed	replaced by 78, Behavior Disorders
21	Educable Mentally Retarded	replaced by 105, Mentally Retarded
44	Trainable Mentally Retarded	replaced by 105, Mentally Retarded
23	Partially Seeing	
25	Deaf Education	replaced by 97, Hearing Impaired
26	Cripple Education	replaced by 68, Physically Handicapped
27	Speech Correction	replaced by new certificate type, Speech and Language Pathology
76	Mobility Education	
06	Administration, Provisional	replaced by 07, Administration & Supervision, Prov.
05	Administration, Professional	replaced by 04, Administration & Supervision, Prof.
13	Curriculum Director, Professional	replaced by 04, Administration & Supervision, Prof.
14	Curriculum Director, Provisional	replaced by 07, Administration & Supervision, Prov.
74	Director of Guidance	replaced by new type, Director of Pupil Personnel Services
10	School Counselor, Provisional	replaced by 106, School Counselor, Provisional
18	Teacher Library Service,	replaced by 112, Media Specialist, Provisional
19	School Librarian	replaced by 113, Media Specialist, Professional
86	Associate Library-Media Specialist	replaced by 112, Media Specialist, Provisional
87	Career Library Media Specialist	replaced by 113, Media Specialist, Professional

Fields For Which Certificates Are Issued Only When Individuals Completed Approved NCATE Programs in Other States:

58 Sociology
65 Anthropology
75 Psychology

Fields for Which Certificates Issued Only For Individuals Recommended by Out of State Programs:

79 General Agriculture
81 General Home Economics

Industrial Arts	Health Occupations
Trade and Industrial Education	Career Education Specialist
	Vocational Related Specialist (supplem.)

In addition, there are the 5 new postsecondary vocational special education supplementary certificates, and the V-VR series with 85 occupations in the vocational-technical taxonomy.

The multiplicity of certificates in the vocational group reflects such factors as new Federal emphases (career education in the 70's), the need to recruit teachers who enter from industry instead of the traditional approved program route, and the fact that some postsecondary as well as secondary level teachers are included under vocational certificates. The variety of fields in the vocational area needs to be examined to determine the extent of real differences among the various fields.

Special Education

In special education there has been a recent trend to consolidate fields. As is shown in the list below, new fields replaced multiple previous fields such as "educable" and "trainable" mental retardation. The interrelated category was developed to reflect broader preparation in several areas of special education, rather than specialization in just one area.

Current Fields (T-series)	Fields no Longer Issued
Gifted (supplementary)*	Partially Seeing
Teacher Visually Impaired (supplementary)	
Visually Handicapped	
Interrelated Special Education	
Interrel./Early Child. Special Education	
Behavior Disorder	Emotionally Disturbed
Learning Disorder	
Mental Retardation	Educable Mentally Retarded
	Trainable Mentally Retarded
Multi-handicapped	
Hearing Impaired (Non-"T" Certificates)	Deaf Education
Speech and Language Pathology	Speech Correction
Physically Handicapped**	Physically Handicapped
	Cripple Education
	Mobility Education

*Full field certification is currently being developed.
**This changes to a "type" certificate, from a field in September, 1981.

Social Sciences

In addition to the comprehensive social science certificate, 8 other fields are issued. (A recommendation was made by the Teacher Education Council in April, 1981, to discontinue the Behavioral Science certificate, which would reduce the specialties to seven.)

Social Science	Sociology*
History	Geography
Political Science	Anthropology*
Economics	Psychology*
	Behavioral Science

*Available only to out-of-state NCATE approved program graduates.

If the three out-of-state NCATE approved social science fields were eliminated, this would leave only the broad social science field, plus 4 specialties: history, political science, economics, and geography. The broad field of social science has 13,000 certificates. The four remaining major specialties represent an additional 5,630 certificates, with the greatest concentration in history.

Language Arts

Georgia has four fields that fall in language arts: English, Reading Specialist, Speech, and Drama. (The new field Communication Skills Specialist for postsecondary vocational education might also be included here.)

Over 16,000 certificates are issued in English. The second most frequent is Reading Specialist--3,326--and Speech has 956. The Drama field is so recent that only 3 certificates were issued at the time the data were obtained from the records.

Science

The preponderance of certificates is issued in comprehensive Science (6,259). In addition to the comprehensive field, specialized certificates are issued in Biology, Chemistry, Earth Sciences, and Physics. The four specialties represent together 4,426 certificates, with over three-quarters of these in Biology. It is surprising that only 279 certificates are issued in Physics.

Fine Arts

There are three fields in this group: music, art, and dance. A request is pending for visual arts certification.

Other Certificates

The remaining subject teaching certificates are in the following fields:

Mathematics
Foreign Languages
Health Education
Health and Physical Education
Safety Driver & Traffic Safety Education
Safety and Driver Education (supplementary)
Visiting Teacher Professional
Visiting Teacher Provisional
Hospital and Home Instruction (supplementary)
Adult and Continuing Education (supplementary)
Adult and Continuing Education
Bilingual Education*

*This is on the list of fields, but apparently no criteria have been developed and the field has not been officially approved by the Board of Education.

II. THE DEVELOPMENT OF NEW CERTIFICATES

What accounts for the development or deletion of fields or new certificate types? In an effort to answer this question, the minutes of the Teacher Education Council (TEC) were reviewed back to 1966. It is the function of the Teacher Education Council to analyze requests for changes in certification, and to make recommendations on such changes to the State Board of Education.

The minutes of the TEC shed some light as to groups who sponsor new fields, although for the most part the minutes document actions taken, rather than underlying reasons and discussions accounting for the final actions. The files of the TEC on various certificate fields and types are more revealing in providing evidence of who appears before Ad Hoc Committees established by TEC to deal with any given change in certificates.

The composition of the Ad Hoc Committees and the persons who appear before these Committees and then before the Standing Committees of the TEC show that college and university faculty are the most frequent source of pressure to add new fields. As colleges and universities develop new programs, they seek recognition of the personnel produced by these programs. Separate certification for persons prepared by such programs constitutes the most visible endorsement for the value of such educational programs, and helps in attracting enrollments. The leadership role exerted by faculty in Ad Hoc Committees set up to consider new fields is also a reflection of the resources and time available to faculty to pursue such matters, while school-based personnel have less opportunity to actively work in developing proposals.

The development of the new Drama certificate in 1980 illustrates that the faculty of collegiate drama programs were the strongest supporters and initiators of this new certificate type. A more recent example of similar faculty initiative

for a proposed new field occurred in the April, 1981, TEC meetings when an Adapted Physical Education field was considered. The idea originated with Education Department faculty in one of the State universities. The proposal for a separate coaching endorsement also gained strong support from college physical education departments, with 29 endorsing it, and only one being opposed to the new certificate.

The leadership for the 1980 proposal to separate Health Education from Physical Education certificates (although there is a separate Health Education certificate already) also came from a University program (Department of Health and Safety) although the proposal certainly gained support among practitioners through resolutions they submitted with the proposal. The Georgia Association for Health, Physical Education and Recreation endorsed that proposal, as well as the suggested "coaching" endorsement.

Support is often enlisted from associations to strengthen proposals for new certificate approval. For example, the delegation seeking approval of the "Dance" certificate included community patrons of the arts and the Georgia Council for Arts and Humanities. The proposal for the "coaching" endorsement was also supported by the Georgia Athletic Coaches Association.

Many certificates have been developed in response to new responsibilities placed upon the schools and in response to new fields of knowledge. As audiovisual equipment proliferated, library science was not a sufficient preparation. The new Media Specialist is a more inclusive certificate than the previous one for librarians. As the public has demanded driver education to be taught by the schools, certificates were developed in this area.

The explosion of knowledge in how to deal with special education problems has led to increasingly specialized preparation and certificates. While volunteers once administered unsophisticated hearing tests, audiologists now use complex

equipment to test children. To the extent that schools are expected to deal with all the problems of society, more and more certificates are developed to cover personnel that deal with such problems. (Many states even certify nurses and occupational and physical therapists for the schools.) The drug problem has contributed to the pressure for health education and the separation of the existing Health and Physical Education certificate.

State and Federal Influences

Federal and State policies or statutes sometimes produce, or are invoked, to develop new certificate types. In 1968, for example, after Senate Bill 180 enumerated State funding for support personnel, criteria were developed for certificates for administrative and instructional specialist categories.

More recently, the State APEG law was invoked to justify development of the Dance and Drama certificates. APEG specifies specialists are to be provided in "the arts, and health and physical education." This was used to imply that APEG requires dance and drama specialists.

The development of the Career Education Specialist reflects the pressures of the Federal government in the 1970's to incorporate career awareness in the total curriculum. Public Law 94-142, which deals with mainstreaming handicapped children, was invoked by the proponents of an Adapted Physical Education certificate. ("If handicapped children are to be provided physical education programs like other children receive, then there must be a special preparation program and certificate to deal with this responsibility.")

Generalist or Specialist?

The basic issue of whether a field should be comprehensive or broken into specialties was highlighted in 1970 when a third track (Business Data Processing and Accounting) was being considered in the business education area. The question was

raised as to whether most high schools employed more than one business education teacher so that dividing the field with the addition of a third track would be feasible. (If only one person handles the subject in a school, the school would best be served by a generalist, rather than a specialist prepared to teach only part of the broad field.) A survey was presented to show that there were enough high schools employing two or more business education teachers to justify certificate specialization in those schools. The third track was approved. An interesting reference was that when the field was split into two tracks in 1967, only one person in a two-staff business education program would then be required to teach shorthand, and this was thought to promote males in the field.

The history of Georgia certificates in the social sciences is instructive in the struggle between broad preparation or specialization. In 1969 there were certificates for in-state graduates in the social sciences, and in history, political science, economics, geography, and behavioral sciences. In the mid-seventies an attempt was made to abolish Behavioral Science, and to divide it into anthropology, sociology, and psychology. This move was resisted. In April, 1981, the State DOE initiated a move to abolish the Behavioral Science certificate. The point was made that "most teachers prepared in behavioral science are also required to teach other areas of social science where they have limited preparation. A person prepared in social studies is better prepared to teach psychology, if required, than one prepared in behavioral science is to teach social studies." Further it was pointed out that behavioral science graduates were having problems on the Social Science CRT in the history, economics, and political science questions.

In the natural sciences, too, the State DOE is reemphasizing comprehensive science preparation and certification, a change from earlier focus on specialty certification in individual sciences. The specialty certificates, however, have

been retained, partly because they serve as a recruiting tool. With the shortage of science teachers, an earth sciences major is welcome when a comprehensive science major is not available.

The TEC minutes reveal resistance, especially in recent years, to creating new fields for certification. For example, the proposal for School Community Relations certificates was turned down in 1978 since the AS certificate presumably covers this area. Similarly, since 1975 the Council has resisted the repeated proposal of the Georgia Association of School Business Officials for a separate certificate for them. A proposal for ROTC certificates was turned down in 1978. The file on "business officials" is very revealing as to the underlying motivation for recognition for a new certificate. In one of the submissions by the proponents for the School Business Officials certificate, the point is made that APEG funding is more likely to be obtained if the positions were certificated. Thus funding plays a role in the development of new certificates under the argument that if a field gets certificated, State funds can be used to pay for it, thereby relieving pressure on local funds.

Future directions on certificates in Georgia should consider the factors discussed below.

A. Purpose of Certification

The purpose of certification has always been to protect children from incompetent teachers. It is a regulatory tool to weed out the least qualified. It is not suited for determining the best qualified. The application of discrete rules on the number or types of courses to qualify for a given certificate cannot guarantee a high quality teacher for many reasons. There is so much variation in content of courses and grading criteria between instutitions and professors that,even with program approval by the State, the mere completion of an approved

program does not result in equal mastery among individuals. Additionally, the personality differences among individuals (not measured by course completions) have as much to do with teaching performance as the program content which certification rules are supposed to cover.

B. The Role of CRT and Performance Evaluation

Current moves by Georgia, and other states, to require a minimum competency test for initial employment, and to hold up standard certification until performance evaluation has taken place over a three-year period, are an implicit recognition that minute certification rules do not determine who is qualified to pursue teaching careers.

C. Certificates Mirror the Curriculum

The proliferation of certificates into more and more fields and types reflects the fragmentation of the curriculum. The 1960's especially, and the 1970's, to a lesser degree, represented the period of "relevance." The philosophy prevailed that learning was more likely to take place and students would be more motivated if they could study subjects that interested them. Making a movie or producing a play was more fun than plowing through English literature. The curriculum based on the traditional Carnegie units was gradually transformed so that what were once electives now could be substituted for the basic subjects. This trend accelerated specialized offerings, and thus brought about the development of specialized certificates. The "back to basics" movement has characterized elementary schools in the last several years. If this trend extends to the high schools, it may result in a reduction of electives, and therefore of specialized certificates.

The trend of dependence on the schools to tackle societal problems has also resulted in more specialized certificates. If schools are to deal with drug

abuse, sex education, and driver training, then teachers will be needed with specialized preparation in those areas.

D. Comprehensive or Specialized Fields

Certification began with basic requirements that a teacher complete a baccalaureate degree. Later distinctions were made in the preparation of elementary and secondary teachers. Gradually requirements were added for various subject areas, which have gradually become more discrete. These requirements were established to prevent teachers from being assigned to teach courses in which they have no preparation. State limitations that teachers be assigned "in field," or to subjects in which they are certified, resulted because local school officials often failed to make such assignments.

There are advantages and misadvantages in the use of a system of either comprehensive or specialized certificates. The major advantages of comprehensive certificates are as follows:

1. Flexibility in Scheduling

A teacher prepared and certified in language arts could be assigned to teach English or drama depending on the number of students and other staffing possibilities. A teacher narrowly certified (and prepared) in drama, or in speech, could not be expected to perform as well in teaching English literature as the language arts person might perform in drama activities.

2. The High School Curriculum-- Broad Preparation

The high school is the place for broad preparation, and college is the place for specialization, after the broad foundations have been laid. Thus the certification pattern should follow this pattern too. High school certificates should be for broad areas, such as social science, with a synthesis or overview of subject matter, while college should be staffed with specialists in separate social sciences.

Major disadvantages of comprehensive certificates are as follows:

3. The Explosion of Knowledge

The explosion of knowledge makes it difficult to prepare individuals who can master broad areas. It is difficult to prepare a science teacher, for example, who will have enough breadth to teach physics as well as biology or chemistry as well as earth science.

4. Improper Assignments

The pressure of scheduling and funding will cause local systems to assign individuals to teach specialized courses for which they are not prepared. Therefore a system of discrete, specialized certificates is more likely to result in the assignment of teachers to courses they know how to teach.

Adherence to a system of specialized certificates implies a degree of distrust by the State of local superintendents and principals. If each local school leader could be trusted not to assign a teacher to a subject for which preparation is inadequate, comprehensive certificates would be ideal. A broad science certificate holder would then not be assigned to teach physics if that person had the preponderance of preparation in biology, with only minor coverage of physics. However, that individual could be assigned to teach biology or general science, depending on schedule needs. However, it is the danger of inappropriate assignments that brings about the specialized certification. The risks of comprehensive type certification are as great or as small as the likelihood of local leadership to abuse assignment of teachers.

Large school districts are more likely to be able to use specialized certificates, as compared to smaller school districts. There is a greater possibility of making up enough sections in a specialized subject in a large high school than in a small one. For example, a certified economics teacher in a large school

is more likely to have enough sections that would gain from the availability of that specialized preparation. A small school, on the other hand, would profit more from a social science certificate holder who would probably teach mostly sections of the broad subject, with the possibility of one section of a related specialty elective if enough students chose the subject.

Until more is known about the present distribution of students in various subjects taught in Georgia schools, it is impossible to deal objectively with the issue of how many, if any, specialized certificates are needed.

There appears to be a trend in the U.S. to tighten the high school curriculum. Requirements in basic subjects such as mathematics are being raised. This development, if it becomes prevalent in Georgia, would tend to reduce enrollment in electives, and thereby reduce the demand for specialized certification. The priority in certification reform lies with decisions about the basic curriculum. Only when these decisions are firmed, should changes in certification be made that reflect the policies on curriculum.

III. CERTIFICATION PRACTICES IN OTHER STATES

Georgia's system of certification may be evaluated by comparing it to that which exists in other states. For that purpose, certification manuals were requested from each state and the information is assembled in Tables 7-10.*

The types of certificates issued to teachers are shown in Table 7. These types correspond to Georgia's T-series, plus the Georgia modifications of the T-series that were shown in Table 1.

If only the "T" series for graduates after 5-1-80 is considered for Georgia, six varieties of certificates are possible, most of which may be issued from the 4 through 6 levels, depending on the degree earned by the applicant. Which of the six varieties is issued depends on the extent to which the applicant has met various certification conditions (see Table 1). This system is more cumbersome than the one most states use, where the usual series consists of an initial certificate, followed by a longer lasting type, with one or more types available for persons who do not meet the initial certification requirements.

Most states do not differentiate certificates by degree level. However, in several states the "standard" certificate is issued only when the teacher has earned a master's degree. In many of these states, however, the initial certificate is renewable so that earning a master's degree is not mandatory to continue teaching.

It is beyond the scope of this project to determine whether those states that do not differentiate types of teachers' certificates by degree level also do not gear their salary schedules as closely to degree level as is the case in Georgia. Certainly in Georgia, where control and funding of local education

*No data in Tables 7-10 are shown for some states. Each state was requested twice to send its certification manual. For a few states, certain portions of the tables are left blank if the certification manual was not sufficiently clear to permit listing of fields and types of certificates. For states where the manuals were not sufficiently clear, clarification was requested by letter, but was not always obtained.

TABLE 7
TYPES OF CERTIFICATES ISSUED TO TEACHERS

	Levels	Validity
AL	Basic, Class B	8 yrs not renewable
	Adv., Class A (5th yr)	10 yrs renewable
	Class AA (6th yr)	12 yrs renewable
	Class AAA (7th yr)	12 yrs renewable
	Provisional	1 yr
AK	A-Regular	5 yrs renewable
	B-Administ. (MA)	5 yrs renewable
	C-Special Serv.	5 yrs renewable
	II Emergency	1 yr nonrenewable
	1 Emergency-Expert	1 yr State Board may renew
AZ	Substandard Basic	6 yrs renewable
	Standard (MA or 30 sem hrs grad.)	6 yrs renewable
AR	Standard	6 yrs renewable
	Graduate (MA)	10 yrs renewable
	Provisional	1 yr renewable
CA	Preliminary Basic	5 yrs
	Clear Basic (5th yr)	5 yrs renewable after 2 yrs teaching on clear certif.
	Life credential	
	Emergency	1 yr nonrenewable
CT	Type A-General	5 yrs renewable
	Type B-Professional (MA)	5 yrs renewable
	Provisional I (lacks exc. child.)	3 yrs nonrenewable
	Provisional II	1 yr nonrenewable
CN	Provisional	10 yrs nonrenewable
	Standard (grad work varies by field and assign.)	
	Temporary Emergency	1 yr nonrenewable
DE	Regular Standard	10 yrs renewable
	Profess. Standard (3 yrs serv.)	5 yrs renewable
	Limited Standard (lacks 1 requir.)	3 yrs nonrenewable
	Provis. Substandard	3 yrs nonrenewable
	Emergency	1 yr nonrenewable
	Partial Teaching Assign.	1 yr
DC	Same Certif. for all teachers	
FL	Temporary	1 yr, extendable 2 yrs
	Regular	5 yrs renewable
HI	Provisional Basic	First 2 yrs teaching
	Professional (5th yr)	
	Temporary	1 yr renewable
ID	Provisional	3 yrs renewable
	Standard	5 yrs renewable
	Advanced (MA)	5 yrs renewable
IN	Limited	
	Reciprocal	1 yr renewable
	Standard	5 yrs renewable
	Profess. (usually grad. work after 3 yrs exp. on Standard	life
IA	Temporary	1 yr nonrenewable
	Preprofessional (career subjects)	6 yrs renewable
	Professional	10 yrs renewable
	Permanent Profess. (MA, 4 yrs exp. as Profess.)	life
KN	Initial	3 yrs renewable to 5 yrs
	Limited	1 yr renewable to 3 yrs total

TABLE 7
TYPES OF CERTIFICATES ISSUED TO TEACHERS

	Levels	Validity
KY	Provisional	
	Rank III	10 yrs from bacc.
	Rank IV (less than bacc.)	Program Compl.
	Standard	
	Rank II (5th yr)	10 yrs, convert. to
	Rank I (MA +30 sem hrs)	life after 3 yrs of exp.
	Emergency	Variable, nonrenewable
LA	C	3 yrs nonrenewable
	B-3 yrs exper.	life, if not lapsed
	A (MA) 5 yrs exper.	life, if not lapsed
	Temporary	1 yr renewable
ME	Conditional	1 yr renewable
	Provisional	5 yrs renewable
	Professional (30 sem hrs grad.) 4 yrs exper.	10 yrs renewable
MD	Standard	5 yrs renewable
	Advanced (MA) 3 yrs exper.	10 yrs renewable
	Provisional	1 yr renewable
	Provisional - nondegree	1 yr renewable
MA	Only one type of certificate. revocation provisions	No term specified, only
MI	Provisional	3 yrs renewable twice
	Continuing (18 sem hrs grad.)	3 yrs exper. no expiration while actively teaching
	30-hr Continuing (30 sem hrs grad.) & 3 yrs of teaching	3 yrs exper. no expiration while actively teaching
	Full Year Special Permit	1 yr renewable
MN	Initial License	2 yrs renewable
	Continuing License	5 yrs renewable
MS	Class A	5 yrs renewable
	Class AA (MA)	10 yrs renewable
	Class AAA (Specialist degree)	10 yrs renewable
	Class AAAA (Doctorate)	life
	Emergency	1 yr nonrenewable
MO	Temporary	2 yr nonrenewable
	Permanent	
MT	Standard Class 2	5 yrs renewable
	Profess. Class 1 (5th yr)	5 yrs renewable
	Administ. Class 3 (MA)	5 yrs renewable
NE	Provisional	1-3 yrs renewable
	Prestandard	5 yrs renewable
	Standard (2 yrs exper.)	7 yrs renewable
	Professional (5th yr)	10 yrs renewable
	Emergency	1 yr renewable
NV	Regular	5 yrs renewable
	Profess. (MA) 3 yrs exper.	6 yrs renewable
	Profess. (Spec., 3 yrs exper.)	8 yrs renewable
	Profess. (Doctorate)	3 yrs exper.
		10 yrs renewable
	Provisional	1 yr nonrenewable
	Limited Elementary	nonrenewable
NH	Beginning Educator	3 yrs
	Experienced Educator	3 yrs renewable
NJ	Regular	life
	Emergency	1 yr
	Provisional	1 yr
	Temporary	1 yr renewable
NM	Four-year Certif.	4 yrs renewable onc
	Continuing (30 sem hrs grad.) 3 yrs exper.	5 yrs renewable
	Professional (MA) 3 yrs exper.	10 yrs renewable
	One Year	1 yr renewable

TABLE 7
TYPES OF CERTIFICATES ISSUED TO TEACHERS

	Levels	Validity
NY	Provisional	5 yrs nonrenewable
	Permanent (MA) 2 yrs exper.	permanent
NC		
ND	Entrance Certificate	2 yrs
	Professional Certificate	5 yrs
	Probationary	2 yrs
	Emergency	1 yr renewable
OH	Provisional	5 yrs renewable
	Profess. (18 sem hrs grad.) 3 yrs exper.	5 yrs renewable
	Permanent (MA) 5 yrs exper.	permanent
OK	Standard	5 yrs renewable
	Professional	7 yrs renewable
	Provisional	3 yrs nonrenewable
	Temporary	1 yr nonrenewable
OR	Basic	3 yrs renewable
	Standard (MA) 2 yrs exper.	5 yrs renewable
	Restricted	1 yr nonrenewable
	Partial Fulfillment	1 yr nonrenewable
PA		
RI	Provisional	3-6 yrs nonrenewable
	Professional (MA) 3 yrs exper.	permanent
	Special Provisional	1 yr nonrenewable
	Emergency	1 yr renewable
SC*	Profess. Class III	5 yrs renewable
	Profess. Class II (18 sem hrs grad.)	5 yrs renewable
	Profess. Class I (MA)	5 yrs renewable
	Specialist I (MA +30 sem hrs grad.)	5 yrs renewable
	Advanced I (Doctorate)	5 yrs renewable
	Temporary	1 yr renewable twice
	Emergency Permit	1 yr nonrenewable
SD	Regular	5 yrs renewable
	Advanced Profess. (MA) 5 yrs exper.	5 yrs renewable
	Limited	1-3 yrs
TN	Professional	10 yrs renewable
	Interim	1 yr renewable 4 times
TX	Provisional	permanent
	Professional (30 sem hrs grad.)	permanent
	One-Year (lacks TX Govt. Req.)	nonrenewable
	Teaching Permits (3 types for persons not meeting certif. req.	1 yr - generally renewable
UT	Basic	5 yrs renewable
	Professional (MA) 3 yrs exper.	5 yrs renewable
VT	Professional Probat.	1 yr renewable to 4 yrs
	Professional Standard	5 yrs renewable
	Professional Continuing (MA) 5 yrs exper.	10 yrs renewable
VA	Collegiate	3 yrs renewable for 2+ yrs
	Collegiate Professional	5 yrs renewable
	Postgraduate Profess. (MA) 3 yrs exper.	5 yrs renewable

*SC is currently in the process of revising certificate rules, and will go to provisional certification of all new teachers as in Georgia.

TABLE 7
TYPES OF CERTIFICATES ISSUED TO TEACHERS

	Levels	Validity	Levels	Validity
WA	Initial	4 yrs renewable once		
	Continuing (30 sem hrs grad.) 3 yrs exper.	permanent		
	Limited	1 yr renewable to 4 yrs		
	Emergency	1 yr nonrenewable		
WV	Provisional	3 yrs renewable		
	Professional	5 yrs renewable		
	Permanent Professional (MA) 5 yrs exper. of 3 renewals of Professional	permanent		
WI	Regular	3 yrs		
	Continuing (after 6 semesters of teaching)			
	Special	1 yr renewable		
	Permit	1 yr renewable		
WY	Standard	5 yrs renewable		
	Professional (MA) 5 yrs exper.	10 yrs renewable		

systems is more centralized at the State level than in the average state, the State pay schedule is tied to degree level, explaining why certificates are differentiated by degree levels. To the extent that the trend is to recognize planned staff development activity in lieu of formal graduate credits for certification renewal, there may be a need to reevaluate the current certificate differentiation by degrees in Georgia.

It should be noted that the intricacies of certification may not all be included in state certification manuals. For example, a reading of the Georgia manual does not reveal the current system of seven possible certificates for teachers at the baccalaureate level, with varying terms of validity. So the simpler system of teacher certificate types apparent from a study of state manuals might in reality be more complex than as shown in Table 7. The validity terms shown in Table 7 do not include educational renewal requirements pertaining to each certificate. When an experience requirement is shown in Table 7, it often pertains to in-state experience.

An effort was made to determine how Georgia compares to other states on the practice of issuing special certificates for persons who do not meet the regular requirements. As of March, 1981, Georgia had 12,342* NB, B, PA, PBA, ET or EB certificates outstanding. These constituted approximately 5 percent of all non-vocational certificates outstanding.

Each state was requested to submit its percentage of certificates in "non-standard" categories. The actual title of such certificates varies, as shown in Table 7, with designations such as interim, provisional, temporary, emergency, or permit. Most states did not or could not respond to the query. The management information systems in many states do not produce this kind of information without extensive programming.

*This number does not include the T certificates issued for only one year.

For states that responded, the percentage of outstanding "non-standard" certificates varies from negligible, with less than 1% (Tennessee, Kentucky, Michigan, Kansas, and North Dakota) to proportions resembling Georgia's rate (Nebraska 1-2%; New Mexico-2%; Indiana 3%; Maine-5%; New Jersey-6%; Texas-6% and South Dakota-8%.) The variations in these percentages are not especially meaningful since each state may have calculated its percentage on a different base. Also most states do not yet use qualifying tests for certification. Many of Georgia's "non-standard" certificates represent one-year T, or NB certificates for persons who qualify except on the CRT scores. Their temporary certificates tend to raise the Georgia rate of non-standard certification.

Certificates by Teaching Fields

State comparisons of certificates issued by teaching fields are shown in Tables 8 and 9. Degree levels are indicated only when the beginning certificate requires more than a baccalaureate degree. When graduate study is required, the tables do not specify the specific subjects in which these graduates studies are to be completed.

Where footnotes indicate fields are issued as "endorsements," this meaning is similar to Georgia's term "supplementary endorsement," and is not used in the frequent generic use whereby states "endorse" certificates to specific fields.

The listing of "vocational" fields varies. In some states they are shown in Table 9 under the heading, "other" for fields taught in high schools. For other states they are shown in Table 10, under the heading, "Vocational." The distinction rests primarily on where in their certification manual states list these fields. If they are specifically enumerated as "vocational," they are shown in this report in Table 10.

TABLE 8

	MULTI-SUBJECT CERTIFICATES		SINGLE SUBJECT K-12			SPECIAL EDUCATION
	Elementary and Early Childhood	Middle Grades	Fine Arts	Phys. Ed. Health	Other	
AL	early child. N-3 elementary 3-6	jr. high/middle grade with 1 compr. or 2 single fields	art music - compr., vocal or instrum.	health ed. phys. ed.	ind. arts reading (5th yr)	special education-deaf special education-blind early childhood-handicapped middle-emotionally conflicted hearing impaired learning disabled multihandicapped orthopedically handicapped & other impairment speech pathology visually impaired
AK	elementary		academic major			academic major speech therapist
AZ	elementary K-8					mentally handicapped emotionally handicapped learning disabilities physically handicapped visually handicapped hearing handicapped speech-language therapy
AR	elementary K-6 elementary	middle school in 11 specific fields	art music-choral music-instr.	elem. phys. ed.	reading spec. (MA)	mildly handicapped moderately/profoundly handicapped severely emotionally disturbed visually impaired visually handicapped deaf or hard of hearing speech pathology I speech pathology II
CA	multi-subject (ungraded) early child. spec.		art*	phys. ed.* health sc.	read. spec. bilingual	communication handicapped learning handicapped physically handicapped severely handicapped speech/hearing theraphy 5 yrs gifted
CO	early child. 3-8 elementary ed.	middle school 5-9	art drama music-grade level shown on certif.	health phys. ed.	read. 5th yr read. spec. 6th yr bilingual-bicul.	educable mentally retarded educationally handicapped (MA) hearing handicapped physically handicapped visually handicapped early childhood spec. ed. (endsmt.) speech correctionist (MA)

*Single subjects for any grade, but primarily secondary school subjects.

TABLE 8

	MULTI-SUBJECT CERTIFICATE		SINGLE SUBJECT K-12			SPECIAL EDUCATION	
	Elementary and Early Childhood	Middle Grades	Fine Arts	Phys. Ed. Health	Other		
CT	element. N-3, or N-6, or 4-8		art music	health phys. ed.	reading	blind partially sighted deaf mentally handicapped	socially & emot. hand. neurologically imp. learning disab. speech & hearing spec. (state licensed)
DE	early child. 1-3 elementary		art elem. art music elem. music	phys. ed. elem. p.e.	basic skills math basic skills reading reading consult. (all elem. bilingual)	early child. spec. ed. exept. child. endorsed to: mental retarded, social-emot. maladj., learning disabil., visually impaired	physic. handicapped hearing impaired speech & hearing
DC	elementary		art second art element. music element. music 7-9 choral instrum. music 10-12 choral instrum.	elem. p.e.	reading reading spec. reading coord. reading consult. elem-bilingual elem-science res. elem-math res.	special ed.-noncategorical special ed.-categorical with 9 areas of specializ. speech correction hearing therapy	
FL	elementary 1-6 early child. N-K	jr. high 7-9, comp. & in maj. fields middle sch 5-8 comp., & in 4 maj fields	music art	phys. ed.	reading	mental retard. emotional disturb. motor disab. specific learn. disab. visual disab. varying exceptionalities	speech correction
HI	elementary		art* music*	phys. ed.	reading	seriously emotionally distb. specific learning disab. hearing impaired visually impaired mentally retarded speech-hearing spec.	deaf blind orthopede. handicapped severe-multiple handicapped
ID	elementary 1-8 K-3					exc. child generalist endors. in: hear. imp. visually imp. phys. handicapped sever. retard. severe emot. dist./b.d. communic. disorder spec. (MA)	consultant (MA) superv./coord. (MA)

*Separate certification for secondary levels.

TABLE 8

	MULTI-SUBJECT CERTIFICATE	SINGLE SUBJECT K-12				SPECIAL EDUCATION	
	Elementary and Early Childhood	Middle Grades	Fine Arts	Phys. Ed. Health	Other		
IN	early childhood K-primary element. ed. *kindergarten	jr. high/ middle sch. in 7 subj.	vis. arts music gnrl. music-chor. music-inst.	phys. ed. recreat. *coaching	reading	spec. ed. with 2 areas of exceptionality: educ. mentally retarded emotion. disturbed learning disabil. physic. handicapped trainable mentally retarded visually handicapped hearing impaired speech, lang. & hearing tech. (MA)	
IA	Pre K-K elementary	middle sch.	art music	phys. ed. health athl. coach.	reading read. clinc. read. spec. (both MA)	communication handic. emotion. maladj. hearing handic. mentally handic. hearing clinic. (MA)	phys. handicapped learn. disab. (MA) super. spec. ed. (MA) speech clinic. (MA)
KN	elementary early childhood	middle level	vis. arts gnrl. music vocal music inst. music	elem. phys. ed. sec.phys. ed. p.e. & health health ed.	read. spec. (12 sem hrs grad. wk)	educable MR trainable MR learning disabled personal/social adjmt. physic. handicapped visually impaired	hearing impaired gifted homebound/hospital severe-multi. handic. speech clinic. (MA)
KY	elementary 1-8	middle grades	music		*reading	learning & behv. disor. trainable ment. handic. speech & communic. disord. hearing impaired *visually impaired *severely/prof. handic.	consult. spec. ed. (MA) special diagn. (MA+45 sem hrs. grad. credit)
LA	elementary early childhood		art music- 4 types	phys. ed. health & safety	read. spec. (MA)	blind-partially sighted crippled-homebound hearing impaired mentally retarded	emotionally dist. learning disability educ. consult. (MA)

*Available only as an endorsement.

TABLE 8

	MULTI-SUBJECT CERTIFICATES		SINGLE SUBJECT K-12			SPECIAL EDUCATION	
	Elementary and Early Childhood	Middle Grades	Fine Arts	Physc. Ed. Health	Other		
ME	elementary	jr. high	art music	phys. ed. health		special education teacher-emotionally hand. learning disabilities trainable mentally retarded	speech-hear. clinic.
MD	early child. elementary	middle gr.	art* music*	health ed. outdoor ed. phys. ed.*	read. spec. (MA) read. (12 sem. hrs grad.)	hearing impaired, superv. (MA) hearing impaired special education-handicapped speech patholog. (MA)	
MA	early child. elementary	middle gr.	art* music* dance*	health* phys. ed.*	consult.-read.	young children-spec. needs children-severe. spec. needs children-moder. spec. needs spec. needs-vision	spec. needs audit. speech, language language disorder*
MI	elementary early child.	middle school	art music	health phys. ed. recreation dance	reading	special health problems mentally impaired orthopedic handicapped speech correction emotionally impaired	educ.-blind educ.-deaf learning disab. homebound
MN	nursery elementary kindergarten prekindergarten prekindergarten (assoc.)	middle school	music-4 types	phys. ed.	reading* read. consult. (MA)	visually handicapped hearing impaired K-12 hearing impaired h.s. mentally retarded - educ. mentally retarded - train.	speech correction crippled child. special learning disability
MS	K-3 K-8 K-9		art dance music-4 types	health-p.e.	remed. read.	spec. education speech-language clinic (MA) educ. handicapped C-1 educ. handicapped C-2 (MA) gifted	hearing impaired phys. handicapped visually impaired voc. train.-handic.

*Certificates issued with separate endorsements for elementary and secondary.

TABLE 8

	MULTI-SUBJECT CERTIFICATE		SINGLE SUBJECT K-12			SPECIAL EDUCATION	
	Elementary and Early Childhood	Middle Grades	Fine Arts	Phys. Ed. Health	Other		
MO	elementary early childhood	extended secondary covers 7-9	art allied art music-3** types	phys. ed.**	remedial reading	learning disability speech & language clinician deaf-hard of hearing educable mentally retarded	orthopedic handic. blind, part. sight behav. dis./emot. disturbed trainable-severe handicapped
MT	elementary		art music	p.e.-health	reading spec.	special education hearing impaired speech pathologist (licensed)	speech pathol.-tech.
NB	elementary early childhood	middle gr.	art dance music-3 types	coaching* phys. ed.** health-phys. ed**	religious ed. reading	gifted superv. spec. ed. (MA) special education learning disability mentally handicapped-educable orthopedically handicapped	visually handicapped speech/lang. (MA) acoustic. handic. mentally retarded educable emot. distb. spec. ed. resource teacher
NV	elementary		art		reading spec.(MA)	aurally handicapped educable handicapped mentally handicapped	speech/lang. handic. physic. handicapped visually handicapped
NH	elementary early childhood		art music	health ed. phys. ed.	home ec.	emot. distb./behav. disord. acoustically handicapped mentally retarded	physically handic. visually handicapped speech/lang. path.
NJ	elementary nursery		art music compr. music instr.	health health/p.e. phys. ed.	reading spec. (30 sem hrs gr.) reading	learning disab. consult. (MA) speech correction blind/partially sighted deaf-hard of hearing teaching handicapped	
NM	elementary K		art music	phys. ed.	elem. reading sec. reading reading spec.(MA)	special ed. interrelated (MA) communic. impaired** hard of hearing/deaf** visually impaired** gifted**	learning disab.** behav. disord.** physically hand.** mentally retarded** speech pathologist

*Available as endorsement
**Issued separately by various grade levels.

TABLE 8

	MULTI-SUBJECT CERTIFICATES		SINGLE SUBJECT K-12			SPECIAL EDUCATION	
	Elementary and Early Childhood	Middle Grades	Fine Arts	Phys. Ed. Health	Other		
NY***	N-6 N-9				reading (MA)	special education deaf-hearing impaired	blind-partially see. speech/hear. handic.
NC	early childhood primary grammar grade	intermed.	art music dance	phys. ed. health ed.	reading	mentally retarded speech hearing impaired visual handicapped physic. handicapped	emotionally distb. learning disability gifted hosp.-homebound
ND	Certificates issued on basis of approved teacher education programs State regulations do not list subject areas for approved programs.						
OH	elementary (1-8) K-3		visual arts** music**	health ed. phys. ed.**	reading super. (MA)	deaf/hard of hearing orthopedically handicapped speech/hearing impaired	visually handicapped educable/MR learning dis./behav. disorder
OK	K-8 early childhood		art music-3 types	health/p.e.	read. spec.	mentally handicapped physically handicapped visually impaired speech correction	deaf-hard of hearing learning disabl. emotionally distub.
OR	elementary		music** art**	phys. ed.** health	reading	handicapped learner severely handicapped learner hearing impaired	speech impaired visually impaired
PA							
RI	elementary		art music	health/p.e.	reading-18 sem hrs grad. read. consult. home economics industrial arts	blind/partially sighted hearing disorder (MA)mildly handicapped** mildly-moder. handic. self contained** moder.-server. handic. self contained	sensory-multi handic. self cont. physically handic. speech/lang. ther.

**Issued separately by various grade levels

***N.Y. issues certificates for elementary and secondary teachers with majors in academic areas to be taught.

TABLE 8

	MULTI-SUBJECT CERTIFICATES		SINGLE SUBJECT K-12			SPECIAL EDUCATION
	Elementary and Early Childhood	Middle Grades	Fine Arts	Phys. Ed. Health	Other	
SC	elementary early childhood	middle sch	music-3 types art	hea./p.e. health phys. ed.	reading consult. (12 sem hrs grad.) reading coord. (12 sem hrs grad.) reading clinic (18 sem hrs grad.) reading teacher	educable mentally retarded trainable mentally retarded emotionally handicapped hearing handicapped learning disability orthop. handicapped speech correctionist visually handicapped
SD	elementary early childhood nursery		art music	hea./p.e.	reading spec. (12 sem hrs grad.)	spec. ed. spec. ed. severe profound speech/hearing clinic
TN	elementary 1-8 K-3		art music music inst.	phys. ed.** health** health-p.e.	spec. reading (MA)*	deaf-severe hearing disorder special ed. (compr.) speech hearing visual impaired
TX	young child 3-8 elementary+ kindergarten*	jr. high+	art music dance	phys. ed.	reading spec. (MA) reading	speech/hearing therapy deaf/sever. hard of hearing early child. ed-handicapped* deficient vision* emotionally disturbed* learning disability* mentally retarded* physically handicapped* prof. spec. ed. super. (MA) spec. ed. visiting generic spec. education
UT	elementary	middle	art[1] music[1] dance[1]	health/p.e.[1] health[1] phys. ed.[1] coaching[1]*	reading	special education resource severely handicapped communic. disorder auditory handicapped visual handicapped
VT	elementary		art music	health health/p.e.		essential early ed. multihandicapped resource teacher seco.-divers. occup. speech/lang. pathology (MA) consulting-learning spec. (MA) coordinator-spec. ed. (MA)

+Elementary must also have endors. in one of 37 subjects, and jr. high school in one of 52.
*Available as endorsement
**Issued separately by various grade levels
1. for secondary school certificates

TABLE 8

	MULTI-SUBJECT CERTIFICATES		SINGLE SUBJECT K-12			SPECIAL EDUCATION	
	Elementary and Early Childhood	Middle Grades	Fine Arts	Phys. Ed. Health	Other		
VA	elementary Nk-3 elementary 4-7		art music	health** health/p.e.** phys. ed.**	reading reading spec. (MA)	emotionally disturbed hearing disorder learning disability mentally retarded crippling condition preschool handicapped speech disorder visually impaired	
WA[1]	elementary early childhood		art music	phys. ed. health ed.	reading reading spec. (MA)	special education communications disorder special. (MA)	
WV	early childhood elementary early education	middle grades	art** music**	health** phys. ed.**	reading spec. (MA)	mentally retarded behavior disorder hearing imparied physic. handicapped speech-lang. path. (MA)	visually impaired gifted specific l.d.
WI	early child. NK elementary		music-3 types art	phys. ed. recreation dance	reading reading spec. (MA)	hearing disability early child.-except. mentally retarded learning disability orthop. disability speech/language disab. (MA) visual disability emotionally disturbed	
WY	elementary	middle grades	art music	coach* health phys. ed.	reading reading spec. (MA)	spec. ed. generalist spec. ed. specialist speech/language pathology	

*Available as endorsement.

**Issued separately by various grade levels

1. Washington endorses on basis of 20 quarter hour majors (25 quarter hours for special education). All endorsements include grade and subject assignments.

TABLE 9
HIGH SCHOOL SUBJECTS

	Language Arts	Mathematics	Social Studies	Science	Foreign Language	Other	
AL	language arts English & journ. journalism speech/theatre	mathematics	compr. soc. sc. economics geography history political sc. psychology sociology	compr. sc. biology chemistry earth-space physics	French German Latin Russian Spanish	driver-traffic saf. health indust. arts instr. music choral music phys. ed.	agribusiness bus. and office ed. distrib. ed. health occup. home economics trade and ind.
AK	academic major						
AZ	major of 30 semester hours						
AR	English journalism speech	basic math* mathematics	social studies	genrl. sc. biology physical sc. chemistry physics	not enumerated	driver education health education physical education coach (endors.) reading (endors.)	bus. ed. -compr. bus. ed. -bookkeepg.-basic bus. agriculture distrib. ed. trade general home economics
CA	English	mathematics	history soc. sc. government	life sc. phys. sc.	not enumerated	driver ed. business home economics industrial arts	agriculture
CO	English speech	mathematics	social studies	science	not enumerated	driver education industrial arts business education agriculture	distrib. ed. health occupation trade & indust. ed. technical ed.
CT	English	mathematics	history social studies	genrl. sc.. biology earth sc.. physics chemistry	ancient modern	driver ed. business ed. interdisc. core sub.	agric. non-voc. homemaking industrial arts
DE	English drama speech English-2nd lang.	compr. math. jr. high math non-acad. math	soc. studies	natural sc. endorsed to: chemistry physics earth sc. biology	not enumerated bilin-gual	art-sec. music-sec. phys. ed.-sec. health ed. driver-traffic safety	agric. I (comp.) agric. II (spec.) bus. ed. distrib. ed. home econ. I home econ. II-voc.-4 spec.

*Also valid for 7-8th grades
**Single subject certificates, taught primarily in high schools.

TABLE 9
HIGH SCHOOL SUBJECTS

	Language	Mathematics	Social Studies	Science	Foreign Language	Other	
DC	English *English-2nd lang.	mathematics	social studies	genrl. sc. biology chemistry physics	7-9 German Latin French Spanish *bilingual elem. forn. lang.	business ed. 7-9 acctg.-data processing secretarial office practices distrib. ed. ind. arts	health-phys. ed. home economics driver-safety ed.
FL	English speech journalism	mathematics	social studies economics geography political sc. sociology history	biology chemistry physics	not enumerated	driver ed. indus. arts in 6 areas genrl. home ec. genrl. agric. bookkeeping stenography bus. ed.-compr.	Bible health education
HI	English speech reading English-2nd lang.	mathematics	social studies Hawaiian stud.	science	not enumerated	bus. ed. office ed. distrib. ed home econ. indus. arts	health health & p.e. phys. ed. indus. techn. agricult. arts
ID	English speech-drama journalism	mathematics	social studies American govt. history	biol. sc. phys. sc. genrl. sc.	not enumerated	bus. ed.-acctg. bus. ed.-office occup. bus. ed.-basic bus. distrib. ed. agriculture	music phys. ed. home econ. arts & crafts indust. arts.
IN	English journalism radio-TV speech-theatre	mathematics	social studies with a primary and support area among: anthrop., econ., geog., govt., psych., social., U.S., hst., world hist.	genrl. sc. biology chemistry earth-space physc. sc.	not enumerated +bilingual (K-12)	health-safety physc. ed visual arts vocat. ed. +driver-traffic safe. +aerospace ed. bus. ed.	+data processing +family life ed. indust. arts
IA	English journalism speech	mathematics	psych., all soc. st., Am. govt., econ., geog., Amer. hist., world hist, sociology	gnrl. sc. biology chemistry earth sc. all sci. phys. sc. physics physiolog.	French German Latin Spanish Russian	agriculture business law accounting basic bus. data process. office skills	shorthand typing driver ed. home economics industrial arts office education

*Different certificates offered for elementary and secondary levels.
+These are given only as endorsements to some other field, or as minors.

TABLE 9
HIGH SCHOOL SUBJECTS

	Language	Mathematics	Social Studies	Science	Foreign Language	Other	
KS	English journalism speech	mathematics	psychology U.S. history world history U.S. govt. anthropology economics sociology geography	biology chemistry physics earth sc. genrl. sc. botany zoology geology	Latin modern lang.	business data processing driver education compreh. ind. arts or 1 of 17 spec. vocat. agric. coord. voc-agric. distrib. ed.	office education consumer voc. home ecom. vocat. home econ. coord. special occup. voc. home econ.
KY	English speech dramatics journalism	math.-phys. sc. mathematics	social st. economics geography history political sc. psychology sociology	biology chemistry earth sc. geology physics	not emunerated	secretarial business ed. distrib. ed. indust. ed.-orient indust. ed.-prepar. accounting art driver ed.*	general bus. health phys. ed. agriculture home economics voc. agriculture voc. home economics
LA	English journalism speech	mathematics	social st.	science	not enumerated biling. sp. ends.-elem.	agriculture vocat. bus. ed. genrl. bus. ed. vocat. coop. office ed.	distrib. ed. driver & traffic safety home economics industrial arts
ME	not specified; teachers assigned to their majors, minors or areas of study					driver ed. business & commerce home econ. nursing care	industrial arts
MD	English speech	mathematics	history geography social st.	biology chemistry earth sc. physics genrl. sc.	not enumerated foreign lang. elem.	agriculture agriculture coord. business ed. business ed. coord. coop. voc. ed.	data processing distr. ed. coord. driver education home econ.-child. develop. any other subject usually offered in sec. school
MA**	English speech English 2nd lang. drama	math.-sc. mathematics	soc. st. behav. st. history geography	genrl. sc. physics chemistry biology earth sc.	French Spanish German Italian Russian Polish Portugese Latin	business secretarial skills business mgt. home education indust. arts	

*Endorsements only

**Massachussetts teachers for each of these subjects are assigned to specific grade levels as specified on their certificates-elementary or secondary. These new regulations are effective as of 1982.

TABLE 9
HIGH SCHOOL SUBJECTS

	Language	Mathematics	Social Studies	Science	Foreign Language	Other	
MI	English journalism speech	mathematics	economics geography history polit. sc. psychology sociology anthropology cultural studies behavior stud.	biology chemistry physics geo.-earth astronomy environm.	French German Greek Latin Russian Spanish Italian Polish Hebrew 15 biling.	accounting business adm. secretarial sc. distrib. ed. agricul. ed. home economics driver & safety ed. religious	philosophy
MN	English language arts speech-theatre	mathematics	social studies	earth sc.* phys. sc.* life sc.* broad area sc.*	modern* Am. Indian	agriculture art bus. & offic. occup. acctg.-data process. secretarial clerical basic bus.-econ. distrib. ed.	driver education family life education health home econ. industrial arts athletic coaches
MS	English English as forn. lang. journalism speech commun.	mathematics	soc. studies psychology	biology chemistry earth sc. genrl. sc. physics	not enumerated	Bible business education driver education home economics	
MO	English journalism speech-drama	mathematics	social studies	chemistry biology physics earth sc. science-middle grades	not enumerated	agriculture business ed. driver ed. health ed. home econ.* indust. arts*	coordinator-indust. & distribut. ed. distribut. ed. cooper. indust. ed.
MT	English dramatics journalism speech/communic. speech/drama	mathematics	social sc. economics geography government history psychology sociology econ.-social history-pol. sc.	science biology chemistry physical sc. earth sc. physics	French German Latin Russian Spanish	agriculture business ed. business ed.-secret. distrib. ed. health	home economics industrial arts trades and industries traffic ed.

*Certificates issued in these fields for specific grade levels, elementary, middle, high school, or all inclusive.

TABLE 9
HIGH SCHOOL SUBJECTS

	Language	Mathematics	Social Studies	Science	Foreign Language	Other	
NB	English English-2nd lang. language arts speech-drama journalism lang.-soc. st. humanities	mathematics math.-sci.	history anthropology geography pol. sc. sociology economics psychology social studies	biolog. sc. chemistry physics earth sc. physical sc. genrl. sc.	French German Latin Spanish Other	driver education trades-indust.-6 types business education basic business homemaking indust. arts home ec./related occ.	aerospace ed. agriculture distributive ed. diversified occup. genrl. office occup. urban education health
NV**	English English-2nd lang. speech-drama +7 majors/minors in English/lang. arts	mathematics bio.-math physic.sci.- math	social science anthropology economics geography history polit. sci. phychology sociology	biol. sc. genrl. sc. physic. sc. biology botany physics zoology chemistry earth sc. geology	French German Italian Latin Russian Spanish	agriculture-voc. art business education home econ. non.voc. industrial arts music p.e.-health p.e.-recreation reading driver education*	environmental ed.*
NH	English speech-drama	mathematics	comprehensive soc. sc. or single major	compr. sc. biology chemistry earth sc. physical sc. physics	not enumerated	driver education home economics industrial arts agric. education business education distributive ed.	consumer-homemaking
NJ***	English English-2nd lang. speech-drama	mathematics	social studies psychology	science biolog. sc. earth sc. physic sc.	12 enumer. languages	agriculture business ed.-6 types driver education distributive ed. home economics	industrial arts
NM	not enumerated: may have 2 fields, or one comprehensive field, or one comprehensive field & 2nd field				Spanish bilingual	industrial arts- 3 grade levels, & 7 assignment areas in high school	driver education
NY	English English-2nd lang.	mathematics	social studies	genrl. sc. biology chemistry earth sc. physics	not enum. bilingual		

*Available as endorsements.
**Nevada's high school subjects are recognized academic majors or minors.
***Several certificate areas apply to all grades, not just high school.

TABLE 9
HIGH SCHOOL SUBJECTS

	Language Arts	Mathematics	Social Studies	Science	Foreign Language	Other	
NC	English speech theatre arts	mathematics	social studies pol. science geography hist., econ., socio., anthro.	science biol., chem., physics	French Spanish German Russian Latin	Safety-driver ed. business education home economics industrial arts	Bible
ND	Certificates issued on the basis of approved teacher education programs. State regulations do not list subjects for approved programs.						
OH	communications humanities journalism speech	mathematics	social studies economics geography history political sc. social psychol. sociology	science biol. sc. chemistry earth sc. genrl. sc. physics	not enumerated	business education bookkeeping-basic bus. steno-typing data process.* family life education Health home economics	industrial arts sales-communication driver education*
OK	language arts speech journalism	mathematics	social studies	science	not enumerated	agriculture-general bookkeeping-clerical business education home economics-genrl. industrial arts	driver-safety educ.
OR	language arts drama speech journalism lang. arts-soc. st.	basic math. adv. math.	social studies	integrated science biology physic. sc.	French** German** Italian** Latin** Russian** Spanish**	agriculture home economics** industrial education** driver education business & office distribut. education	coach*
RI	English speech English-2nd lang.*	mathematics	social studies history	genrl. sc. biology chemistry physics	not emunr.	agriculture driver education business education-secretarial business ed.-social bus.	
SC	English speech-drama	mathematics	economics geography government history social studies sociology psychology	biology chemistry genrl. sc. physics science earth sc.	French German Latin Russian Spanish	accounting-related ecn. agriculture commerce office occup. data processing home economics	industrial arts secretarial sc. distribut. education diversified education driver education*
SD	language arts	mathematics	social science	science	not enumr.	agriculture business education distributive education home economics	industrial arts trades and industry office occupations

*Available as endorsement.
**Available for K-12, or for different grade levels

TABLE 9
HIGH SCHOOL SUBJECTS

	Language Arts	Mathematics	Social Studies	Science	Foreign Language	Other	
TN	English speech	mathematics	group soc. sc. history geography sociology government economics psychology	group sc. biology chemistry physics earth/sp. genrl. sc.	not enumerated	aeronautics agriculture Bible business-12 options distrib. ed.	home economics industrial arts-9 options
TX	English speech-drama drama language arts journalism speech	mathematics	compr. soc. sc. anthropology economics government history psychology sociology	compr. sc. biology chemistry earth sc. mid.sch.sc. physics	Chinese Czech. French German Hebrew Italian Latin Portugese Russian Spanish bilingual*	driver ed.* business-adm. business-3 options computer sc. health ed. homemaking industrial arts	
UT	English language arts communication humanities speech-drama drama speech journalism English-2nd lang.	mathematics math.-comp. science	social studies anthropology economics geography history politc. sc. psychology sociology multicultural* native Amer. st.*	biolog. sc. earth sc. genrl. sc. phys. sc. botany chemistry geology physics zoology	French German Latin Russian Spanish bilingual*	agriculture business education distrib. education electronics home economics industrial arts trades-industry	business education* driver education* family life* photography* recreation*
VT	English	mathematics	social studies	biology chemistry physics physc. sc. earth/space	modern classical bilingual	agriculture business education driver education home economics industrial arts	
VA	English English-speech English-journal. English-drama	mathematics pre-algebra math.	history/soc. sc. history	biology chemistry earth sc. genrl. sc. physics	modern Latin	driver education* agriculture business education- 4 compreh. & 5 specialized* distrib. education	home economics trades and industrial industrial arts

*Available as endorsement.

TABLE 9
HIGH SCHOOL SUBJECTS

	Language Arts	Mathematics	Social Studies	Science	Foreign Language	Other	
WA[1]	English lang. arts English - 2nd lang.	math.	social studies	natural sc.	note num. biling. ed.	agriculture business office home economics industrial arts traffic-safety eng. religion-philosophy	
WV	English journalism language arts oral communic.	mathematics	social studies	genrl. sc. biolog. sc. chemistry physics	French German Russian Spanish Latin	business education secretarial studies business principles distribu. education	general home economics industrial arts/technol.- 9 options safety education
WI	English journalism speech drama philosophy English-2nd lang.	mathematics computer sc.	broad soc. sc. anthropology civics economics geography intern. studies history psychology sociology social problems Afro-Amer. stu.	broad sc. biology chemistry earth sc. physics life sc. conservat. physic. sc.	Latin French Italian Spanish German Polish Russian other bilingual	religious studies agriculture driver education home economics industrial arts business education- 7 options	
WY	English English/lang. arts journalism* drama* speech*	mathematics	genrl. soc. st. psychology U.S. history* history* polit. sc.* economics* sociology* geography* anthropology*	genrl. sc. biol. sc.* chemistry* physics*	not enum. native Amer. lang.*	agriculture aviation business education driver education distribu. education home economics industrial arts	

*Available as endorsement.

1. Washington endorses on the basis of 20 quarter hour majors. All endorsements include grade and subject assignment.

The overwhelming impression from the comparisons in Tables 8 and 9 is that the proliferation of certificate fields is the norm, rather than the exception. Indeed, many states have a greater degree of specialization, and therefore more fields, than Georgia.

Two of the simplest systems are found in the largest states--New York and California. (However, the City of New York is separate from the State system.) For example, as shown in Table 9, New York has only English and English as a Second Language under "Language Arts," and only one social studies certificate. California follows a similar practice, with even science broken down only into life sciences and physical sciences.

Virginia is currently revising its certificate system. Some proposals there move in the direction of more comprehensive certification, as shown in the following example:

Current Fields	Proposed
English	English
English & Speech	Added endorsements for speech, or theater
English & Journalism	arts, or journalism, with 6 semester
English and Drama	hours in the area of endorsement.

The Wyoming arrangement of language arts follows this pattern of adding endorsements to an English certificate rather than offering full fields for specialties.

In Virginia the proposal for mathematics moves in the direction of increasing the number of fields. The present comprehensive field would be divided into "mathematics" with the usual preparation, plus computer science, and "general mathematics" would pertain to consumer, basic career, and shop mathematics.

Approximately one-third of the states have only one comprehensive social studies field, rather than the comprehensive field plus an assortment of specialties. However, only a handful of states limit science to a maximum of two fields. This difference reflects two possible factors: (1) there is less variation

in high school social science course offerings than in the natural sciences, or (2) it is easier for a teacher to cover different specialties in the social sciences (eg., history and economics) than it is to master several in the natural sciences (eg., biology and physics).

In the special education area, Utah in 1980 moved to a more comprehensive certificate. The Special Education Resource field is for teachers who will serve mildly and moderately handicapped students in K-12, including mental retardation, learning disabilities, and emotional handicaps. The certificate calls for some preparation to serve each of these special education problems. The State Board's rationale for developing the new comprehensive field was "inasmuch as current State Rules and Regulations allow the heterogenous grouping of children with a variety of categorical classifications in a resource delivery pattern, the present certification standards appear antiquated. The addition of the comprehensive field would bring preparation and certification into closer conformity with the service delivery pattern." This move parallels Georgia's adoption of the comprehensive "Interrelated" certificate.

The comparison of certificate types issued by states other than for regular teachers is shown in Table 10. The Georgia practice of consolidating leadership certificates in the AS category is a more comprehensive approach than the usual state practice. The variety of support service certificates apparent for most states is similar to the Georgia practice, and reflects the growing responsibility of the schools for specialized functions.

The proliferation of vocational certificate types (for which experience requirements are shown in Table 10 when the educational requirement is less than a baccalaureate) mirrors the problem all states have had in staffing their programs. Traditional teacher certification requirements do not fit the needs for technical

TABLE 10
OTHER CERTIFICATES

	Support Services	Administrative-Supervisory	Vocational Certificates (see also high school)
AL	library media (5th yr) school counselor (5th yr) school psychometrist (5th yr) supervisor of attend. (5th yr) school psychologist (6th yr)	superintendent (5th yr) principal (5th yr) dir. voc. schools (5th yr) dir. voc. ed. (5th yr) superv. voc. col. (5th yr) superv. school food (5th yr) and nutrition superv. of reading (5th yr)	
AK	school librarian guidance counselor nursing social work psychologist	school supervisor (MA) school principal (MA) adm. of spec. ed. (MA) adm. of voc. ed. (MA)	vocational-regular certificate vocational trades certificate plumbing carpentry auto mechanics electronics
AZ			
AR	to 1984: library K-12 media spec. K-12 in 1984: prof. library media 1 prof. library media 2 (MA) prof. library media adm. 3 (MA +30 sem. hrs) school guidance/counseling K-6 (MA) school guidance/counseling 7-12 (MA) educational examiner (45 sem. hrs grad. cred.)	superintendent (MA +60 sem. hrs grad.) sec. school principal (MA +45 sem. hrs grad.) elem. school principal (MA) curriculum spec. (MA +15 sem. hrs grad.) supervisors (MA +15 sem. hrs grad.)	indust. ed. I multi-area lab (less than bacc.) indust. ed. II single area lab, voc. indust. ed. II single area lab, non-voc. vocational home ec.
CA	pupil personnel serv. 1 (5 yr) pupil personnel serv. 2 (MSW) library services (5 yr) health services-nurse (RN) other health services (approp. state lic.) audiologist (5 yr)	administrative services (prof. prep. in admin. or 1 year internship in training for adm. services)	voc.-ed.-designated trade (less than bacc. required)

TABLE 10
OTHER CERTIFICATES

	Support Services	Administrative-Supervisory	Vocational Certificates
CO	Counselor (MA) elementary school media (18 sem. hrs grad.) educ. media spec. (MA) occupat. ther. (OT approved program) peripatology (MA) physical ther. (PT approved program) school psychologist (6 yr) school nurse (bacc.) school social worker (MA)	director spec. ed. (MA) school administ. (MA)	(see also high school)
CT	school media spec. (24 sem hrs grad.) school counselor (MA) school psychologist (MA) school social worker (30 sem. hrs apprv. school of social work) school nurse-teacher (bacc.) school dental hygiene teacher (bacc. - licensed by state)	voc. school admin. (30 sem hrs grad) superintendent (MA) intermediate adm. or superv. (MA)	A. skilled trades (h.s.) endorsed in 8 skills B. evening schools (h.s.) endorsements as in A C. trade related-2 yrs postsecond. D. trade related-evening, as in C vocational technical vocational agriculture vocational homemaking coord.-distrib. ed. occupational subjects-3 yrs exper.
DE	guidance/placement counselor elem. school counselor (MA) sec. school counselor (MA) librarian/media specialist mgr. school lunch program (assoc.) school nurse (RN) occupational ther., physical ther., bacc., registered psychometrist psychologist (MA) specialist human relations visiting teacher	adm. adm. asst. (MA) adm. adm. asst. for curric. or business (MA +30 sem hrs. grad.) adm. director (MA +30 as above) adm. elem. princ. or asst. princ. (MA) adm. occup/voc school (princ., asst. princ.) (MA) adm. princ. exc. child. school (MA) adm. sec. school, princ., asst. princ. (MA) adm. specialist (MA) adm. superintendent (MA +30 sem. hrs grad.) adm. supervisor (MA) school bus. mgr. superv. bus. transport. superv. district food service	coop. voc. ed. trade & ind. - 2 yrs exp. beyond apprent. in 62 trades and occupations
DC	school librarian-elem. school librarian-junior h.s. school librarian-h.s. (MA) pupil personnel serv. counselors (MA)	principal (MA) asst.principal (MA)	technical & ind. occup.-7 yrs of exp.

TABLE 10
OTHER CERTIFICATES

	Support Services	Administrative-Supervisory	Vocational Certificates
DC	pupil personnel workers school psychologist (MA) school social worker (MA) attendance officers psychometrist child labor inspector counselors-bilingual ed (MA)		(see also high school)
FL	educ. media specialist occupational ther., physical ther. (licensed) visiting teacher visting teacher/social worker specialist-school psychol. (MA) school food service guidance (MA)	local-distr. superv. voc. ed. (MA) coord. industrial educ. district sup. coop. educ. adm. and/or superv. for grades or subjects shown on certif. (MA)	vocat. home ecomonics dist. coord. voc. bus. ed. (12 sem. hrs grad.) explor. agriculture* voc. office educ. teacher-coord. coop. bus. distr. ed. occup. spec. h.s.-2 yrs exp. voc. homemaking h.s.-18 sem. hrs college dist., indust., techic. & health occup.-6 yrs exp.
HI	school counselor school librarian media specialist psychological examiner	school administrator-5th year	
ID	media generalist* counselor (MA) psychological examiner (MA) school psychologist (MA) audiology (MA) school social worker (MA) school nurse (RN)	adm.-superint. (MA) adm. elem. school princ. (MA) adm. spec. ed. (MA) direct. spec. ed. (MA)	vocational specialist as endorsed-8 yrs empl. coord. coop. programs voc. counselor (MA) voc. counselor specialist (MA) vocational agriculture vocational home economics
IN	school media service library services* audiovisual services* attendance worker counselor (24 sem. hrs grad.) educ. audiologist (MA) nurse (RN, bacc.) psychometrist (MA) psychologist (doctorate) social worker (MA)	inst. superv. subj. spec. (15 sem. hrs grad.) elem. adm. & superv. (45 sem. hrs grad.) sec. adm. & superv. (45 sem. hrs grad.) superintendent (Ed.S.) general superv. curric. spec. 15 sem hrs. grad.) director of reading (15 sem. hrs grad.) director school serv. personnel (Ed. S.) director, spec. ed. (45 sem hrs grad. hrs for renewal) director voc. educ. (30 sem hrs. grad.)	*interdisc. coop. ed. condit. voc. - yrs exp., list of subjects not shown

*Endoresements only, or minors

TABLE 10
OTHER CERTIFICATES

	Support Services	Administrative-Supervisory	Vocational Certificates
IA	teacher-librarian	elem. principal (MA)	(see also high school)
	elem. gudiance couns. (MA)	elem. superv. (MA)	sec. preparatory/occup.
	sec. guidance couns. (MA)	sec. principal (MA)	instr.-area voc.-tech. school
	school librarian	curric. area spec. (MA)	coach, comm. coll. or area
	education media spec. (MA)	director-libr. serv. (MA)	voc. tech. school
	school psychologist (60 sem. hrs grad.)	superint. (MA +30 sem. hrs	
	school nurse (BS)	grad.)	
	guidance couns. 1-12 (MA)	dir. guidance serv. (30 sem. hrs	
	counselor-area voc.-tech. (MA)	above MA)	
	librarian/learning res. spec.-area	dir. area voc.-tech. (MA)	
	voc. tech. (MA)	area educ. agency adm.	
KS	counselor-h.s. (MA)	dist. sup. library media spec.	aerospace education
	counselor, elem. (MA)	bldg. admin. (grad. degree)	industrial education:
	library media spec. (elem., sec. K-12)	voc. tech. adm. (grad. degree)	type I & II
	school psychologist I (MA)	dist. school adm. (grad. degree)	type III & IV (journeyman
	school psychologist II (add 24 sem. hrs)	specialized adm. (grad. degree)	exp.-2 yrs)
	school social worker (30 sem. hrs grad.)	director/spec. ed. (grad. degree)	type V-coop.
	school audiologist (MA)	supervisor, spec. ed.	type VI-technical
		voc. ed. adm.	instr. postsecn. voc. agr.
		asst. director, voc. ed.	health occup. instr.
		vocational supervisor	health occup. adm. (MA)
			combin. cooper. voc. ed.
			voc. guidance counselor
KY	school media librarian	director spec. ed. (MA +48 sem.	indust. ed.-h.s. & 4 yrs exp.
	school media special. (MA)	hrs grad.)	
	media supervisor (60 sem hrs grad.)	school admin. & superv.-endorsed	
	guidance counselor prov.	to a given leadership post. (elem.	
	guidance counselor stand. (MA)	middle, or sec. princ., superv. of	
	school psychometrist (MA)	instr., direc. pupil personnel, superint.)	
	school psychologist (60 sem. hrs grad.)	45 sem. hrs grad. cr., inc. MA, exc.	
	school social worker	superintendent (60 sem hrs. grad.)	
	rehabilitation counselor (MA)	admins. superv., coord.-voc. ed. (15 sem.	
		hrs. grad.)	
LA	*library service		
	counselor, elem. or sec. (MA)	superintendent (MA)	trade & indust. (h.s., 6 yrs
	food serv. superv. (MA)	school principal (MA)	exp.)
	prov. food serv.	superv. of instr. (MA)	health occupations
	school nurse (RN licensed)	superv. student teachers (MA)	
	psychological assts. I (MA)	superv. school librarians (MA)	
	psychological assts. II(+12 sem. hrs grad.)	superv. child welf., attend., vist.	
	psychological assts. III(+30 sem. hrs grad.)	teachers (MA)	
	psychologist (doctorate)	superv. media centers (MA)	
	audiologist (MA)	director of spec. ed. (MA)	
	social worker		

*endorsement

TABLE 10
OTHER CERTIFICATES

	Support Services	Administrative-Supervisory	Vocational Certificates
ME	school librarian school nurse (RN)	superintendent (MA) sec. school princ. (enrolled grad. school) elem. school princ. (enrolled grad. school) supervisor (12 sem. hrs grad.) director services, exc. child (MA)	(see also high school) trade & ind. (h.s. +3 yrs journeyman exp.)
MD	guidance counselor (MA) educ. media associate educ. media generalist (MA) educ. media specialist (MA) consult. psychologist (doctorate) school psychol. I (MA) school psychol. II (MA) pupil personnel wkr. (24 sem. hrs grad.) therapist (licensed)	asst. in adm. and superv. superintendent (60 sem. hrs grad.) supervisors & principals (MA +15 sem. hrs grad) educ. media adm. III (MA +15 sem. hrs grad.)	health occup. (h.s. +18 sem. hrs) home ec. consumer ed. (36 sem hrs) voc. home ec. (36 sem. hrs) indust. arts (36 sem. hrs) tech. ed. (assoc. degree) trades & industry (h.s. +18 sem. hrs)
MA	unified media spec. N-9, 5-12 (30 sem. hrs grad.) school guidance counselor, N-9, 5-12, (30 sem. hrs grad.) school psychologist (60 sem. hrs grad.)	school princ., N-6, 5-9, 9-12 (24 sem. hrs grad.) business adm. (14 sem. hrs grad.) supt./asst. supt. (24 sem. hrs grad.) supervisor/director (24 sem. hrs grad.)	
MI	librarian* media specialist occupational therapy counselor	superintendent must meet teaching certificate	vocational technical vocational agriculture vocational business education vocational distrib. education vocational home economics
MN	counselor, sec., or elem. (MA) audiovisual diret. & coord. media generalist media supervisor (MA) recreation personnel school nurse (RN, bacc.) school psychologist I (MA) school psychologist II (6th yr) school social worker I school social worker II (MA)	supervision & consultative (MA) superint., princ. (6th yr) school business officer (MA)	
MS	guidance counselor (MA) school media librarian school psychologist (6th yr) school psychometrist (MA) voc. guidance counselor (MA) audiologist (MA)	director vocational ed. (MA) administration (MA) endorsed to: sec. princ., sec. asst. princ., elem. princ., elem. asst. princ. supervisors (MA) endorsed to: elementary, second., spec. subj. superintendent, asst. superint. (MA)	agriculture voc. agricluture occup. coord. coop. distrib. or trade-indst. coop. home ec: or voc. agric. coop. office training voc. home econ. child care develop. occup. home econ. indust. arts intensive bus. training voc. trades(24 mos. journeyman exp.)

TABLE 10
OTHER CERTIFICATES

	Support Services	Administrative-Supervisory	Vocational Certificates
MO	instruct. media technology learning res. director (MA) school librarian psychologist (MA) elem. counselor (MA) sec. counselor (MA)	sec. principal (2 yrs grad. program) elem. principal (2 yrs grad. program) superintendent (2 yrs grad. program)	(see also high school)
MT	guidance & counseling library K-12 psychologist (MA) social worker (MA) audiologist (licensed) nurse (public health requir.) physical therapist (licensed) occupational ther. (licensed)	superintendent (MA) elem. principal (MA) sec. principal (MA) supervisor (MA)	class 4A - baccal. class 4B - ind. ed., tech. ed., & health occup. - 5 yrs exp.; other fields - 2 yrs exp., and some college class 4C - same as 4B, but no college
NB	audiologist occupational therapist physical therapist educ. media specialist psychological asst. (MA) library science psychologist (60 sem. hrs grad.) nurse, (RN) recreation guidance counseling (MA) social worker (MA)	principal (MA) superintendent (6th yr) curric. director (Ed.S.) curric. consultant (MA) coordinator intern teacher	vocational education vocational homemaking health occupations special vocational needs
NV	elem. counselor (12 sem. hrs grad.) sec. counselor (12 sem. hrs grad.) teacher library media* library media spec. nurse, (RN, bacc.) psychologist (36 sem. hrs grad.) social worker (MA) staff specialist	limited adm. (18 sem. hrs grad.) administrator (MA) admin.- curric. instr. superv. (MA)	vocational education - 21 career or occup. clusters spec. voc. ed.-15 career groups h.s. +8 yrs exp.

*Available as endorsement

TABLE 10
OTHER CERTIFICATES

	Support Services	Administrative-Supervisory	Vocational Certificates
NH			(see also high school)
	coord.-health ed. & services	superint. (adv. grad. studies or doct.)	comprehensive voc. education
	guidance director (MA)	asst. supt.-teacher consult. (MA)	vocational specialty-4 yrs exp.
	psychologist (doctorate)	business adm.	occupational educator
	assoc. psychologist (MA)	principal (MA)	
	dental hygienist (licensed)	vocational director	
	social worker	director pupil personnel	
	spec.-assess. intell. function (MA)		
	media superv. (MA)		
	media generalist		
NJ	assoc. education media spec.	asst. exec. supt.- bus. adm.	coord. coop. indust. education
	education media specialist (MA)	asst. exec. supt.-curric. (MA)	coord. coop. vocational-tech.
	professional librarian (MA)	coord.-apprentice programs	agriculture - 6 options
	nurse (RN, bacc.)	exec. supt. (MA)	service occup. 11 options
	occup. therapist (B.S.)	principal	skilled trades - 29 options
	psychologist (60 sem. hrs grad.)	school business adm.	technical occupations - 21 options
	social worker (grad. program)	supervisor (MA)	
	student personnel services (30 sem. hrs grad.)	direct. student personnel serv.	
NM*	elem. guidance counselor (24 sem. hrs grad.)	administrative (MA)	agriculture
	sec. guidance counselor (24 sem. hrs grad.)		distributive education
	social worker		health occupations
	nurse		home economics
	audiovisual specialist		office education
	library science		trades & industry
	library media specialist		voc. rehab. - 4 yrs exp.
	diagnostician		
NY	school media spec. library	school dist. adm. (60 hrs grad.)	agriculture
	school media spec. communicat.	school adm. & super. (30 sem. hrs grad.)	bus.-distribut. ed. (occup.)
	school media specialist		health occupations
	attendance teacher		home ec. (occupational)
	counselor		technical subjects
	dental hygiene (licensed)		trade subjects
	psychologist (60 sem. hrs grad.)		(certificates also available for specialized area with asso. deg. or non-degree preparation)
	social worker (30 sem. hrs grad.)		
NC*	school social service	school administrator I (MA)	agriculture / trade prepar.
	counselor	school administrator II (6th year)	agricult. tech. / M.G. career ex
	psychologist	school administrator III (doct. program)	health occup. / handic.-voc.
	assoc. media coordinator	vocational director	distrib. ed. / disadv.-voc.
	media coordinator	curriculum inst. spec.	Intro. trade prog.
	media specialist		intro.-coop. training
			intro. vocations

*Certification manual for teachers does not have complete information on support and administrative personnel.

TABLE 10
OTHER CERTIFICATES

	Support Services	Administrative-Supervisory	Vocational Certificates
ND	Certificates issued on the basis of approved teacher education programs. State regulations do not list subjects for approved programs.		(see also high school)
OH	education media education media-elementary counselor (MA) psychologist (MA) visiting teacher (MA) occupational therapist (licensed) physical therapist (licensed)	supervisor (MA) elementary principal (MA) sec. principal (MA) educ. adm. specialist superintendent (60 sem. hrs grad.) local supt. (MA)	
OK	counselor (MA) visiting teacher (8 sem. hrs grad.) librarian audiovisual spec. (15 sem. hrs grad.) psychologist (MA) psychometrist (MA) nurse (RN, bacc.) school census-attend.	school superintendent (MA-2 yr grad. program) sec. principal (MA) elementary principal (MA)	agriculture-vocational T&I coord. home econ.-vocational teacher ed* home ec. occupational health occupational vocational bus.-office ed. voc. distb. education trades & industry*
OR	education media counselor psychologist (MA)	supervisor (MA) vocational superv. (MA) vocational director (MA) superintendent (MA) principal (MA) vice-principal (MA)	special voc. certif., non degree, 4 yrs exp., fields not enumerated
PA			
RI	guidance counselor guidance supervisor (MA) home visitor nurse (RN) psychologist (48 sem. hrs grad.) social worker (MA) library science	critic. teacher principal (MA) secondary principal (MA) adm. of spec. ed. (MA) special subj. superv. (MA) superintendent (MA)	temporary prov. voc. ed.-with appropriate experience

*non-degree certificate also available.

TABLE 10
OTHER CERTIFICATES

	Support Services	Administrative-Supervisory	Vocational Certificates
SC	library science librarian assoc. guidance counselor attendance supervisor school psychologist, I, II, or III (MA for I level) social worker elem. school guidance secon. school guidance (21 sem. hrs grad.) media specialist media communication specialist media supervisor (MA)	education evaluator (18 sem. hrs grad.) elem. principal (33 sh. hrs grad.) sec. principal (33 sem. hrs grad.) elem. school superv. (33 sem. hrs grad.) sec. school supervisor (33 sem. hrs grad.)	(see also high school)
SD	nurse (RN, or LPN) counselor (MA) library sc. audiologist (MA) psychologist (approp. grad. prog.) psycholol. examiner (MA)	elem. principal (MA) sec. principal (MA) superintendent (MA) business manager special education director	
TN	elem. counselor counselor guidance assoc. librarian psychologist (MA) social worker superv. of attendance superv. of materials (MA)	superv. instruct. (MA) principal, elem. (MA) principal, sec. (MA) superintendent (MA) school food serv. superv.	voc. agriculture - 2 types cooperative coordinator voc. home ec. - 5 types voc. office ed. - 4 types trade shop certif. (2 yrs exp.) health occupations (2 yrs hosp. exp.)
TX	counselor (30 sem. hrs grad.) prof. voc. ed. counselor prof. visiting teacher (36 sem. hrs grad.) nurse, (RN, bacc.) learning resources endorsement learning resources spec. (27 sem. hrs grad.) psychologist (licensed) assoc. psychologist (licensed) educational diagnostician (MA)	prof. superv. (30 sem. hrs grad.) prov. vocational superv. superintendent (60 sem. hrs grad.) mid-mgt. adm. (45 sem. hrs grad.)	voc. agriculture - 3 options voc. distrib. ed. voc. health occupations voc. homemaking - 3 options* industrial arts occupational orientation voc. office ed. coop. (3 options)* data processing* trades-industry (3 options)*
UT	instructional media counselor (MA) psychologist (MA) social worker (MA)	administ.-superv. (MA)	prov. voc. certif.-6 yrs exp.

*Certificate for those with less than baccalaureate is available.

TABLE 10
OTHER CERTIFICATES

	Support Services	Administrative-Supervisory	Vocational Certificates
VT	media generalist library specialist audiovisual specialist pupil personnel-guidance (½ MA program) pupil personnel-health (state license) pupil personnel-psychol. services (MA)	principal superintendent/asst. supt. (MA) area dir. voc.-tech. (MA)	(see also high school) coordinator coop. ed. health occupation occup. home economics trades & industry (2 yrs. journeyman exp.)
VA	library science guidance counselor (MA) psychologist (MA) visiting teacher (MA) social worker (MA)	superintendent (60 sem. hrs grad.) sec. principal (MA) elem. principal (MA) asst. superintendent (MA) director instruction (MA) general supervisor (MA) elem. supervisor (MA) sec. supervisor (MA) sup. voc. ed. (7 options) (MA)	vocational-indust. education - 2 yrs journeyman experience voc. home economics
WA	counselor (MA course work) occup. therapist (registered) physical therapist (licensed) psychologist (MA course work) nurse, (RN, bacc.) social worker (MA, or equiv. skills) learning resources	superintendent (MA) principal (24 qtr. hrs grad.) (elem., sec. or genrl. certif.) program administrator (MA)	vocational
WV	school library media audiologist (MA) counselor (MA) psychologist (MA)	elem. principal (MA) sec. principal (MA) business official superintendent (MA) instruct. supervisor	vocational agriculture vocational home economics occupational home ec. 4 options
WI	librarian audiovisual director audiovisual coordinator occup. therapist (licensed) physical therapist (licensed) counselor nurse (RN, bacc.) prov. psychologist (MA) social worker (MA)	district administrator (Ed.S.) elem. school adm. (MA) sec. school adm. (MA)	business education industrial education distributive education home economics health occupations

TABLE 10
OTHER CERTIFICATES

	Support Services	Administrative-Supervisory	Vocational Certificates (see also high school)
WY	audiovisual	head teacher (15 sem. hrs grad.)	cooperative voc. education
	library media	superintendent (60 sem. hrs grad.)	technical education (2 yrs exp.)
	nurse (RN)	principal (MA)	
	social worker	director-coordinator-supervisor*	
	audiology (MA)		
	ed. diagnostician (45 sem. hrs grad.)		
	guidance counselor (MA)		
	psychological technician (MA)		
	psychologist (60 sem. hrs grad.)		

*This is an administrative endorsement.

personnel in occupational offerings, and new types of certificates are superimposed to solve the problem. (The certificate types shown are not all-inclusive since those for personnel in postsecondary institutions and for adult education have been excluded from Table 10.)

ABOUT THE COMMISSION

The Professional Standards Commission was created by the General Assembly in March, 1976, to make recommendations to the State Board of Education regarding standards for "the preparation, certification, and professional growth of those persons who teach or perform educational duties in the school systems or schools" of Georgia.

The Professional Standards Commission may recommend to the State Board of Education standards for:

- Certification of educational personnel to practice in the public schools of Georgia;
- Pre-service preparation of personnel;
- Accreditation of teacher education programs;
- Certification through in-service training (staff development);
- Objective measurement and evaluation of teaching competence as a basis of teacher certification;
- Examination of subject matter for certifying educational personnel;
- Committees in teacher education institutions to screen teacher candidates on the basis of academic, personal, and emotional fitness for the profession.

The Commission operates under a mandate from the Georgia Legislature in accordance with the "Georgia Professional Standards Act," approved March 25, 1976, as amended by an Act approved March 24, 1977, as amended by an Act approved April 16, 1979.

The Commission is composed of carefully screened professionals representing all levels of instruction from kindergarten through college, including teachers and administrators. It also includes representatives from the State Department of Education and from local school boards. The Governor appoints Georgia residents from nominees submitted by professional educator organizations. The State Superintendent of Schools appoints the representative from the Georgia Department of Education.

Service on the Commission is voluntary. Members serve without compensation. Reimbursement is made for travel, lodging, and meals directly related to Commission business. Teachers are provided released time for Commission business.

The Professional Standards Commission serves a unique function for education in Georgia as it provides a continuing broad-based examination of the quality of educational personnel at both the preparatory and performance level, including not only beginning teachers but also experienced teachers, supervisors, and administrators. This role is essential to the continuous updating of professional qualifications and hence improvement of leadership and classroom instruction at all levels in Georgia schools.

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JOHN GOODLETT
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Hazel Grove School
Mount Airy

FRANCES McBRIDE
Fourth Grade Teacher
Alps Road Elementary School
Athens

PEGGY NEAL
Math Teacher
Burney Harris Middle School
Athens

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